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ENGINEERS' SALARIES:

SPECIAL INDUSTRY REPORT 1994

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ENGINEERS' SALARIES:
SPECIAL INDUSTRY REPORT
1994

A Report of an Annual Survey
Conducted by the

ENGINEERING WORKFORCE COMMISSION
of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

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The American Association of Engineering Societies (AAES) is a multidisciplinary organization dedicated to advancing the knowledge, understanding and practice of engineering in the public interest. Its members represent the mainstream of U.S. engineering--over half a million engineers in industry, government, and education.

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The Engineering Workforce Commission (EWC), formerly the Engineering Manpower Commisssion, has been a source of objective, timely data relating to the supply and demand for technological personnel since its organization in 1950. As an AAES Commission, EWC is composed of volunteers from professional engineering societies, academia, government, and industry, supported by a professional staff headed by AAES' Director of Research.

EWC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EWC also produces the *Engineering Workforce Bulletin*, which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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The Engineering Workforce Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT, 1994

INTRODUCTION

This is the 28th Engineering Workforce Commission survey of the compensation of engineers in the United States. As in our previous salary studies, the data were gathered from employers, who submitted summaries of the base compensation of their engineers, classified by levels of experience, supervisory responsibility, and academic preparation. By classifying the participating organizations, the survey also provides comparisons of salaries among differing industrial sectors, geographic regions, and sizes of employers.

EWC salary surveys do not provide data on variations among the various engineering disciplines, such as differences in median pay among civil, electrical, and mechanical engineers. Obtaining these details would raise the burden that the survey places on its participants to unacceptable levels. It would also raise complex problems of classification, because the labels that are applied to engineering education programs do not always accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EWC's data can provide some clues about the salaries that may be associated with different kinds of engineering training. For example, although this report does not report salaries for chemical engineers *per se*, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for a sector like the federal government (which hires all types of engineers), these linkages between training and subsequent employment do not apply.

The data reflect base salaries as of February 1, 1994. Responding organizations were instructed to exclude all irregular forms of compensation, such as one-time bonuses, overtime payments, stock options, etc. (however, since 1989 EWC has collected information on the *proportion* of engineers who receive special incentive compensation; see below). Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means (all of these terms are explicitly defined below). These data are spread across 18 levels of experience, based on the number of years since attainment of the bachelor's degree (age is used to estimate experience in cases where data on the year of graduation is not available). In addition, summaries of these statistics across all levels of experience are included. Both raw salary statistics and smoothed-curve estimates across the experience levels are reported. Graphed maturity curves based on the smoothed results are provided for all tabulations.

As in other recent years, production of EWC's salary surveys has been considerably accelerated to enable issuing these reports by July of the applicable year, enhancing their value for compensation planning and other purposes. The number of engineers in industry represented by the data declined slightly to 100, 278. The number of participating organizations also dropped slightly to 236. This decline in responses was due mostly to cut backs in Human Resources staff which hindered firms participation in the survey.

In 1993 EWC introduced metropolitan area regional data. Again in 1994 curves are provided for industries in the New York City metropolitan area; Washington, D.C. metropolitan area; Chicago metropolitan area; Southern California; and the San Francisco Bay area. In addition salary curves have been generated for selected industrial sectors in each of these regions, as long as the project's usual minimum standards for the formation of reportable groups could be met.

The Metropolitan regions were determined using U.S. Postal Service zip codes. The New York City Metropolitan area was defined by zip codes ranging from 10000 to 11999 (New York City), 07000 to 07999 (Northern New Jersey), and 06800 to 06999 (Southern Connecticut). The Washington D.C. Metropolitan area was defined by the zip codes 20000 to 20999 (the District of Columbia and surrounding Maryland counties) and 22000 to 22399 (Northern Virginia). Metropolitan Chicago consists of zip codes ranging from 60000 to 60799 (Chicago & Northern Illinois) and 46300 to 46499 (Northwest Indiana). The Southern California region was made up of zip codes ranging from 90000 to 93199. This area includes both Los Angeles and San Diego. The San Francisco Bay area includes all zip codes between 94000 and 95199.

The Engineering Workforce Commission has been engaged in studies of engineering compensation for over 40 years. EWC's salary reports began in 1953 with *Professional Income of Engineers*, which continues today as an abridged version of this report (it does not show details for those with B.S., M.S., or Ph.D degrees). The *Special Industry Report* began to appear in 1966. Originally, EWC's salary surveys were done every three years, then every two years; beginning in 1980, they began to be issued annually. EWC also conducts biennial surveys of the compensation of engineering educators; such a study was conducted this year (*Salaries of Engineers in Education, 1994).* In addition to these detailed statistical volumes, a summary of the results of this survey, with special data on trends over time, is available in "Engineering Salaries, 1994," issue number 135 (July, 1994) of the *Engineering Workforce Bulletin.* On request, EWC also provides custom tabulations of its salary data base, such as frequency distributions of the data across salary brackets or reports on other groupings of the participating organizations. For prices and information on orders, see the inside back cover of this report.

The goal of EWC's salary studies is to determine current levels of compensation for engineers and to report on trends over time. EWC does not evaluate individual salary situations, nor does it advise employers on rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. In short, variations in engineering pay within specific matched positions can be as large as variations between positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. On the whole, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

SURVEY METHODOLOGY

Questionnaires were mailed in January, 1994 to EWC's national list of engineering employers. This listing is updated every year, using *Peterson's Guide to Engineering, Science, and Computer Jobs* (Princeton: Peterson's Guides, published annually), industry and trade directories, employment notices, and the Engineering Workforce Commission's internal records of participants in past surveys.

Copies of the survey instruments are provided in the appendices to this report. Usage of EWC's traditional matrix-style survey forms has declined greatly. Most smaller organizations—those with 50 or fewer engineers—now use our alternative "short form" questionnaires, first introduced in 1987, which provide a more convenient way to report their data. Most larger organizations are now providing their information in the form of simple ASCII text files on floppy disks. In 1994 information on over 64,000 engineers was provided in machine-readable form. We will continue to urge participants, especially the largest ones, to submit their responses this way, as it substantially reduces labor burdens for both the respondents and ourselves, and it helps reduce the effort needed to correct errors from EWC's data entry. We will continue to provide the older matrix-style forms as an alternative for our respondents, however, as long as significant numbers of participants make use of them.

As noted earlier, responses to the survey representing 100,278 engineers were obtained from 236 private sector organizations. In addition, EWC also obtained data on the salaries of 7,857 engineers employed by 19 agencies of federal, state or local governments (salaries for the government engineers are reported separately in *Professional Income of Engineers*) and data on the salaries of 13,446 engineers working in 234 Colleges and Universities throughout the United States (See *Salaries of Engineers in Education, 1994*). Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each company and industrial sector. Data provided by participants are reviewed to see if implausibly large numbers of engineers have been reported as inexperienced and highly paid, or very experienced and poorly paid, which could be a sign of errors on the respondent's part in compiling the information. Such problems are rare.

2. Participants were assigned to sectors on the basis of their responses to an item on the survey forms that asked each organization to indicate how it should be classified based on the Federal Government's *Standard Industrial Classification Manual*. Many participants were classed in two or more sectors (see the appended list of responding organizations for details). Final sectoral groups were formed only if at least five responding organizations and at least 200 engineers were represented. Participants who did not fall into a conventional industry category, or whose preferred sectors could not be formed, were grouped into one of two residual categories: other durable goods manufacturers or other non-manufacturers. See the table "Distribution of Responses, 1994" (on page viii), for a list of the final sectors. In addition, the organizations included in each sector are identified in the appendices.

3. Within sectors, no one responding organization was permitted to account for more than one-half (50

percent) of the data points—number of engineering salaries—reported for the sector. Weighting was used to carry out these adjustments, which have the effect of limiting the influence of any single organization on the results of the survey. In most cases, the actual effects of these adjustments were negligible, because weighted organizations only rarely vary greatly from others in the same sector in their salary practices.

4. Within sectors, further divisions of the data to isolate such subgroups as supervisors, engineers with master's degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, no salary statistics were generated.

5. Across sectors, in estimates of combined-industry salaries for such groups as all manufacturers, the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in other EWC salary surveys, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-occupation matrix. The matrix is a computer-based model maintained by the Office of Economic Growth at BLS, and accounted for some 1.32 million employed engineers as of 1992. The table (on page viii) on the distribution of responses in 1994 includes the BLS data for the numbers of engineers in the several sectors. Also, weights for the "All Industries" summary are reported. It is apparent that EWC's data base, which is not a random sample, roughly parallels the actual engineering labor force in its distribution among the major types of industries. The unweighted data tend to overrepresent the chemical, petroleum, transportation equipment, communications, research, and utility sectors, and to underrepresent the non-electric machinery, precision instruments, rubber & plastic, and other non-manufacturing sectors; weights reduce these biases as well as a number of less prominent differences between EWC's data base and the distribution of engineers, as estimated by BLS, in the U.S. industrial economy. We believe that at least some of these distinctions are artifacts caused by differences between BLS and industry in approaches to sectoral classification. For example, BLS continues to include substantial numbers of engineers in a precision instruments group, but we suspect these employers tend to think of themselves as electronics manufacturers.

6. The raw medians, quartiles and other percentiles were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. The median, or 50th percentile, provides an illustration. The median for any ranked distribution is that value that divides the data in half, with 50 percent of the cases above it and 50 percent below. For example, if there are 249 engineers with a given level of experience in a sector, the median salary for this level of experience is the value of the 125th data point. EWC's data are grouped into salary brackets, so calculation requires one to determine which group of salaries contains this median point. Interpolation then yields the final raw result; continuing the example, if the 125th point happens to be the 20th case in the $36,000-$37,999 bracket, and if there are 39 cases in this bracket, then the median value is $37,000. Calculation of the deciles and quartiles is similar, except that in those cases the statistics cut the data into quarters or tenths.

7. Statistics for deciles, quartiles, medians, and means were not computed if the number of data points for those with a given level of experience (years since obtaining the B.S. degree) was either ten or less, or less than one percent of all the cases in the data set; if the data were for supervisors with less than four years of experience; if the data were for engineers with master's degrees and less than two years' experience; or if the data were for engineers with doctoral degrees and less than five years' experience.

CURVE SMOOTHING

As in the past, EWC's final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. Raw statistics were converted, using data across all levels of experience, into curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Transformed values are used to improve the precision of the computation.

This approach to curve smoothing was adapted by Richard C. Fremon (a former chairman of the Commission and presently an emeritus member) from similar routines he developed for salary curve smoothing at AT&T's Bell Laboratories in the 1960's, and has been used by EWC since 1967. In programming the routines for EWC's computing systems, new wrinkles have been added. Improved handling of values used for beginning and ending salary brackets—in 1994, for salaries of more than $125,000 or less than $22,000 per annum—eliminated difficulties experienced in the past when top salaries for some of the most highly paid engineers, such as senior supervisors in the petroleum industry, tended to be artificially depressed. Also, graphing routines were adjusted so that plotted curves accurately reflect the actual value assumed for the top experience bracket (39 years).

A more fundamental adjustment has been EWC's increasing allowance for the fact that more than one "minimal" sum of squares can be computed for most of these salary data, depending on what values are assumed at the beginning of the process. EWC's traditional program iterated the computations until the sum of the squared differences began to rise; at that point the process ended and the previous results became our published values. In some distributions of the data (for example, when the statistics were dominated by a pair of companies with very dissimilar salary scales) this approach could yield unsatisfactory results. In the more common curve smoothing exercises employed by many corporations to examine compensation practices, such problems can be handled through trial-and-error tests until a satisfactory outcome is reached. That sort of solution is less feasible for EWC, both because of the volume of curves the project generates, and because highly consistent methods are needed to provide a degree of comparability among different results in any one year, as well as among results over time, from one year to the next.

To provide improved results while still adhering to predictable methods, the curve-smoothing program was adjusted in 1987 to test the value of the exponent z, which had been set to begin at 1.0, incrementing until the sums of squares no longer diminished (increments of both 0.1 and 0.2 have been tried; we currently use 0.2 as no improvements can be observed using the smaller and more time-consuming value). When this process was completed for any given set of data, z was inspected to determine if it had only reached a relatively small value (2.0 out of a possible top value, set arbitrarily, of 15.0). If not, the process was automatically restarted, running a second time after re-initializing z to the higher starting value of 2.0.

This change resulted, in almost every case, in the generation of a *pair* of curves—which is to say that EWC's original approach almost always yielded a solution before z had reached a very large value. Restarting the procedure provided a second possible solution and a second set of smooth curves, which provided a good fit to the original data (that is, the curves should not grossly distort the raw results). The final curves were selected by choosing the version that came closest to the raw data for the starting (less than one year), ten, and 25-year experience brackets (in some cases, adjacent brackets were used to compare the pair of curves, because of obvious sampling problems in the raw data). EWC also computed curves with even higher initialization values of z, for a few cases where continuation of this iterative process resulted in more satisfactory outcomes. By 1990, over 95 percent of the curves depicted in these reports were derived by iterations that were initialized at $z = 2.0$, and many of the remaining curves were initialized at still higher values.

Note that these procedures only limited the starting points for the curve-smoothing computations; the actual results were generated by whatever value z had reached before the sum of squares began to increase, a value that varied from one curve to the next. In practice, the following outcomes were observed. EWC's traditional (pre-1987) curves, which did not provide for the use of starting values of z that were greater than 1.0 and which usually resulted from iterations that ended before z had reached a value of 2.0, tended to be "peaky". Often these curves did not seem to move down enough at the early (beginning) salary levels. The alternative curves, which were computed using higher starting values for z, behaved differently. Usually they conformed more closely to the raw statistics for salaries of new engineers, at least when data were not limited to those with advanced degrees or supervisory responsibilities. These curves flattened out when they reached the higher experience brackets; in most cases, this also improved the fit of the curves to the raw data.

In 1987 EWC also began to present raw salary results as well as the z-values and smooth-curve estimates, doubling the amount of information provided by these surveys and enabling more sophisticated interpretations of the statistics. This change has allowed EWC to make distinctions between *factual outcomes for the companies participating in a survey,* which is what the raw statistics are, and *best estimates of the underlying general trends.*

These computations, however, are very sensitive to variations in the distribution of a set of engineers across experience brackets, and the curves for supervisors or engineers with M.S. or Ph.D degrees have tended in the past to overestimate rates of compensation for the more recent entrants to the profession.

In 1991, another series of adjustments were implemented to deal with these remaining issues. First, since over 95 percent of our maturity curves were being generated with the higher initialization value of z, we dropped the routine generation of two possible results (pairs of curves). Instead, we adopted a standard default initialization value of 2.0. This permitted significant reductions in the time required to do the computational phase of the project. The results are still inspected for suitability, and alternative initialization values are employed if needed. Second, the actual values of z that apply to each finished smoothed maturity curve were captured and displayed as part of the statistics. Note again that these are *final values,* not the *initialization values* discussed above.

Third, to treat the problem of exaggerated compensation estimates for the less experienced people in curves that deal with supervisors or engineers with advanced degrees, we adopted the use of anchor points. In our implementation of this concept, raw salary values are saved for engineers with the least post-baccalaureate experience: non-supervisors who have graduated within the past twelve months with only a B.S. degree. For curve-smoothing purposes, those values are then used in place of the original statistics for engineers with less than one year's experience, for all combinations of supervisor/non-supervisor status and degree level. A dummy value is computed for the number of data points associated with these anchoring statistics, by applying the proportion of engineers with less than one year's experience in the non-supervisory B.S. group to the other data sets. Once smoothed values are computed, the original raw data for engineers with less than one year of experience are restored, so the procedure does not wipe out any information. For sectors where a non-supervisory B.S. group could not be formed no anchor points were used for the data.

The effect of this change is to "anchor" curves to actual starting salaries, thus lowering estimates for engineers with less experience, especially for data sets for supervisors or holders of advanced degrees. Long-time users of these reports will need to allow for this change when they compare EWC's results for 1991 through 1994 with statistics from our earlier reports. We believe the adjustment significantly improves the accuracy of maturity curves, which are widely used as a means to assess the compensation of engineers.

These refinements continued in 1994. To exercise still more control over the crucial parameter z, our software has been modified to support custom specifications of both the initialization and upper limit values of this variable, allowing repeated trials to find a solution yielding the closest possible smoothed-curve to the raw results. Additional improvements are planned.

PRESENTATION OF RESULTS

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping ("All Industries") and then working through specific sectors, to the extent permitted by the data and the rules and conventions discussed above.

The "All Industries" data are extensive, and include details for supervisors, non-supervisors, and variations by size of employer and region of the nation. Next, data are presented for "All Manufacturing Industries," and for the industrial sectors that are in that group. The report concludes with a similar section for "All Non-Manufacturing Industries."

When detailed metropolitan area breakdowns have been produced they are included with the appropriate sectoral group.

The table of contents for this report can assist users in locating comparative data of interest. The specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for a particular sector to their own situations.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1994, less than $22,000 or more than $125,000). The tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was once included in these introductions has been dropped from this text.

Data provided by participants in EWC salary surveys are confidential. Only aggregates are presented. Only EWC staff have access to completed forms. Forms do not identify salaries of particular persons.

DEFINITIONS

1. Industrial Sectors and Combined Groupings:

All Industries includes all participating organizations, except agencies of local, state or federal government, in the 1994 EWC salary survey.

All Manufacturing includes the following industrial sectors: aerospace; chemicals; electric, electronic, and computing equipment; fabricated metal products; non-electric machinery; paper products; petroleum; precision instruments; rubber & plastic; transportation equipment; and other durable goods manufacturers.

Electric, Electronic and Computing Equipment is a summary grouping; in addition, separate reports are provided for manufacturers of electrical machinery and electronic equipment.

Transportation Equipment is a summary grouping which includes aerospace, automotive, and shipbuilding manufacturers; A separate report is provided for the aerospace industry.

Other Durable Goods Manufacturing is a residual sector. It includes organizations who judged that their businesses did not fit into any of the more traditional industrial sector categories; it also includes additional organizations whose preferred sectors could not be formed due to a lack of a sufficient number of responding employers, data points, or both. "Durable Goods" are those with a normal usable life of at least three years.

Non-Manufacturing Industries is a summary group that includes communication services and utilities, construction, consulting and engineering services along with software engineering, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; reports are provided on both components, and also on sub-groups of environmental consulting and software engineering organizations.

Electric and Gas Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for non-manufacturing participants whose preferred classifications could not be formed, due to lack of sufficient data. In 1994, the group includes companies or organizations in business/trade/publishing, and professional societies; insurance companies account for the majority of these cases.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A list of the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data (a facsimile chart is provided in the appendices for readers wishing to plot their own data):

The *median* is the point in a ranked array that is the midpoint of the series: the 50th percentile. *Quartiles* are points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile. *Deciles* are points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but rarely used in analyses of income data, because means are sensitive to extreme values, while medians are not.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they currently work in engineering positions. Some participating organizations indicate that they do not report salaries of top managers. Precise definitions of "supervisor" vary from one organization to the next.

Years Since Baccalaureate Degree: a measure of experience. In 1994, an engineer with zero years of experience received the bachelors' degree in 1993 or the first quarter of 1994. Engineers with more experience may have been working or may have been pursuing advanced degrees.

3. Data on Bonuses and Other Forms of Special Compensation:

One-time special payments have become a more common component of engineering pay. EWC has traditionally tracked base salaries only. Since 1989, however, EWC's survey has included a special question to estimate the percentage of supervisors and non-supervisors who received additional special compensation, in recognition of the trend toward increased use of bonuses. The item applies to the previous year (1993, for the 1994 survey); the question is necessarily retrospective, since 1994 bonuses would not have been paid at the time of the study. Results for this item are reported in the table on the following page. Data for this item from EWC's previous compensation surveys are also included.

PERCENTAGES OF ENGINEERS WHO RECEIVED BONUSES OR OTHER FORMS OF SPECIAL INCENTIVE COMPENSATION, 1991 through 1993:

	Supervisors:			Non-Supervisors:			All Engineers:		
Industry Group:	1991	1992	1993	1991	1992	1993	1991	1992	1993
All Industries	40.4%	41.0%	28.0%	53.9%	46.4%	35.0%	50.2%	45.2%	33.5%
All Manufacturing	40.7	36.9	9.1	52.5	42.0	15.7	49.1	40.8	14.2
Chemicals/Drugs/Plastics	20.7	71.7	1.4	41.1	39.6	0.5	30.8	46.7	0.7
Electrical/Electronics/Computers	20.5	39.4	31.3	53.8	58.2	40.0	47.2	55.2	38.7
Electrical Machinery	93.3	76.6	18.4	80.2	55.1	10.6	84.0	60.5	12.6
Electronic Equipment	12.6	42.3	29.2	55.2	62.9	39.5	47.4	59.9	38.3
Computing Systems	13.1	8.4	-	3.1	4.5	-	6.2	5.4	-
Fabricated Metal Products	1.3	3.7	87.1	4.0	10.6	52.6	2.3	7.0	57.2
Non-Electric Machinery	20.7	32.2	25.1	41.1	5.6	11.5	30.8	13.7	16.7
Paper Products*	-	-	24.3	-	-	1.0	-	-	5.2
Petroleum	1.4	2.4	9.4	0.6	1.3	1.8	1.0	1.4	2.8
Precision Instruments*	-	35.7	22.4	-	15.4	26.9	-	22.5	25.5
Rubber & Plastic*	-	45.6	48.0	-	60.4	65.2	-	56.2	60.4
Transportation Equipment*	69.0	3.6	0.1	58.8	3.2	0.0	61.3	3.3	0.1
Aerospace	4.0	5.3	1.3	2.0	7.5	0.2	11.0	6.8	0.3
Other Durable Goods	10.3	12.3	20.3	6.8	3.7	6.3	7.4	5.6	10.1
Other Nondurable Goods	22.6	73.4	-	7.1	50.1	-	10.3	58.0	-
All Non-Manufacturing	37.9	42.4	56.0	50.4	47.2	57.4	47.4	46.6	57.1
Communication Services	30.9	5.7	18.9	-	12.0	8.7	15.1	10.8	9.5
Construction	0.5	1.2	-	8.0	0.4	-	16.7	0.7	-
Consulting/Engineering Services	8.5	28.1	28.2	10.7	22.4	4.3	10.1	23.8	10.9
Consulting	8.7	31.7	43.3	17.6	36.4	7.9	14.6	35.0	19.5
Engineering Services	4.3	16.9	13.7	3.4	22.9	2.6	3.6	22.0	5.3
Environmental Services*	44.0	19.9	15.6	17.1	16.3	4.9	23.0	17.6	7.6
Software Engineering*	-	-	22.7	-	-	7.4	-	-	10.0
Electric/Gas Utilities	35.8	33.8	58.4	24.9	26.4	53.5	28.5	28.6	54.9
Electric Utilities	34.3	34.4	59.7	26.1	27.6	55.9	28.8	30.0	56.9
Gas Utilities	76.0	18.0	41.0	2.6	1.2	17.1	22.0	7.0	24.7
Research Organizations	69.4	64.4	76.5	80.2	72.9	83.7	78.4	71.4	82.6
Other Non-Manufacturers	32.5	41.8	47.9	4.9	0.6	10.7	11.1	1.7	24.3

*NOTES: This item was included for the first time in EWC's 1989 compensation surveys, and more organizations have subsequently responded to it. All calculations exclude companies that did not provide this information. Because some companies are counted in more than one sector, the percentages from one group to another—and from components of summary groups to the summary categories themselves—are not mutually exclusive. No separate sector was formed for precision instruments in 1991 or 1992; no separate sector was formed for rubber & plastic in 1991 or 1992. Paper product manufacturers were included for the first time in 1994. Software engineering was included for the first time in 1994.

DISTRIBUTION OF RESPONSES, 1994

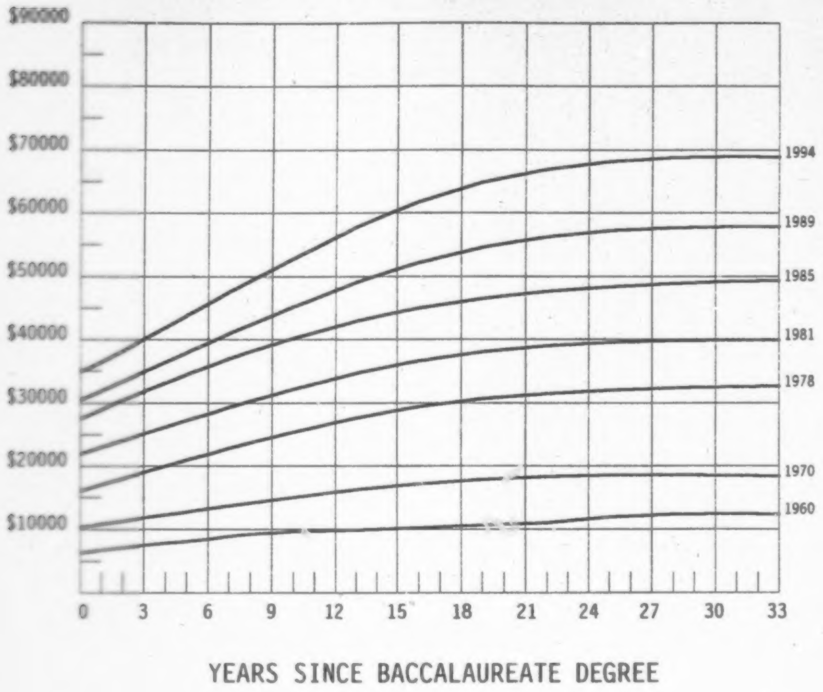
	Distribution, counting multiple assignments of establishments to more than one sector		Distribution, counting each establishment in its primary sector only		Weighting, based on primary-only assignments	
Industry Group:	Participating Organizations:	Engineers Represented:	Participating Organizations:	Engineers Represented:	All Employed Engineers (BLS Data for 1992):	Sector Weight:
All Industries	236	100,278	236	100,278	1,134,901	N/App
All Manufacturing	113	85,748	107	56,955	659,001	N/App
Chemicals/Drugs/Plastics	11	11,902	9	9,518	45,556	0.422909
Electrical/Electronics/Computers	33	16,206	23	9,855	143,867	1.289888
Electrical Machinery	10	1,690	6	308	-	-
Electronic Equipment	25	15,827	17	9,547	-	-
Fabricated Metal Products	15	3,277	11	1,877	23,607	1.111281
Non-Electric Machinery	15	209	8	91	60,925	59.15641
Paper Products	5	1,361	5	1,361	11,102	0.720760
Petroleum	6	3,169	4	2,592	27,663	0.943000
Precision Instruments	9	2,154	6	103	96,273	82.58762
Rubber & Plastic	7	339	4	215	12,923	5.310954
Transportation Equipment	16	28,223	13	28,149	190,754	0.598767
Aerospace	9	6,815	8	6,750	-	-
Other Durable Goods	25	4,377	24	3,197	46,331	1.281694
All Non-Manufacturing	132	43,357	129	43,323	475,900	N/App
Communication Services	6	3,290	5	3,172	27,656	0.770378
Consulting/Engrg Services	69	12,299	58	11,815	210,944	1.577542
Consulting	50	7,685	39	7,195	-	-
Engineering Services	27	6,129	13	3,783	-	-
Environmental Services	15	3,123	3	256	-	-
Software Engineering	9	834	3	581	-	-
Electric/Gas Utilities	30	7,464	29	7,453	27,530	0.326379
Electric Utilities	23	7,031	23	7,031	-	-
Gas Utilities	7	433	6	422	-	-
Research Organizations	30	20,778	27	20,651	58,494	0.250275
Other Non-Manufacturing	10	232	10	232	151,276	59.40535

NOTES: totals in specific tables may not exactly match these numbers, due to rounding in the weighting process. Additional weights, not depicted here, were used for the "All Manufacturing" and "All Non-Manufacturing" groups. Data for engineers in government are not used in this table; those figures add 189,923 engineers to the BLS work force estimates. In general, statistics from the current (1992) BLS Industry-and-Occupation Matrix have been regrouped here, to accomodate EWC's broader sectoral definitions.

SALARY TREND CURVES—1960-1994

Note: salaries represented on trend curves have been taken from the EWC publication *Professional Income of Engineers* for the selected year. Industry groupings and their titles have varied to an extent from report to report. All curves for years prior to 1968 are based on raw data (please see the discussion of curve smoothing in the introduction).

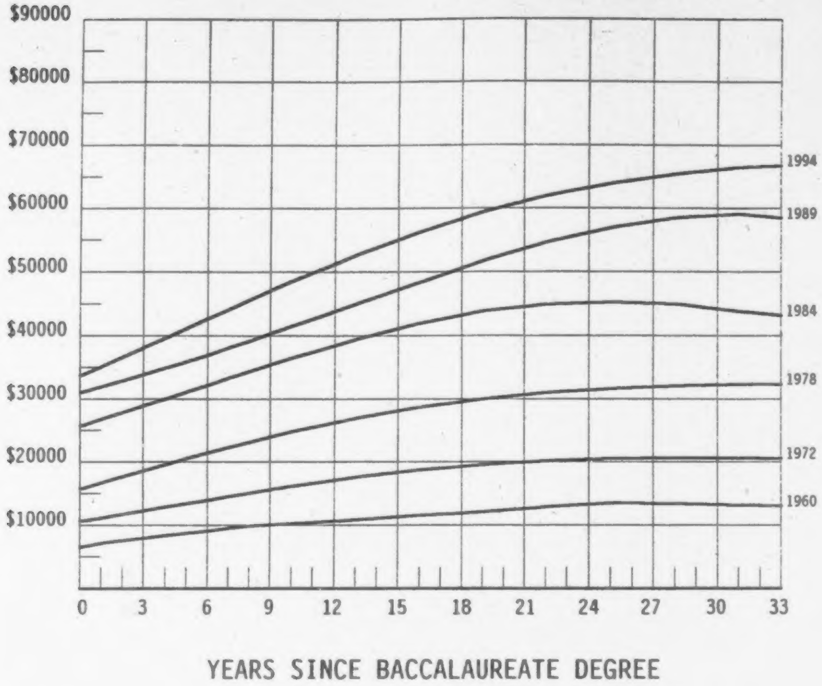
SELECTED INDUSTRY MEDIANS: ALL INDUSTRIES



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	34900	36450	38250	40100	41950	43800	45700	47550	49350	52900	57750	61750	64850	66950	68200	68800	68950	68550
1989	30500	31950	33400	34900	36450	37950	39450	40950	42400	45250	49050	52200	54600	56250	57250	57700	57900	57650
1985	27600	29000	30450	31850	33200	34500	35750	37000	38150	40250	42900	45000	46500	47650	48400	48900	49250	49450
1981	22000	23050	24100	25150	26200	27250	28300	29300	30300	32150	34650	36600	38050	39000	39600	39850	39950	39800
1978	16100	17050	18050	19000	20000	20950	21900	22850	23750	25450	27650	29400	30650	31500	32000	32350	32550	32650
1970	10350	10850	11300	11800	12250	12750	13250	13700	14150	15050	16250	17200	17900	18350	18550	18600	18450	18100
1960	6300	6725	7125	7475	7800	8100	8450	8900	9250	9625	9875	10275	10700	11000	11925	12350	12450	12175

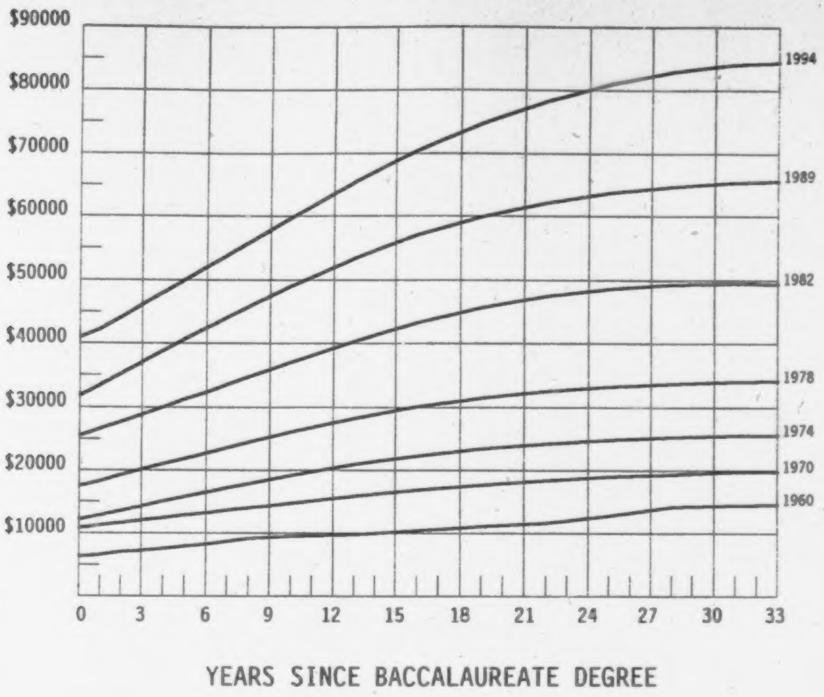
SELECTED INDUSTRY MEDIANS: AEROSPACE



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	33650	35150	36650	38150	39650	41150	42650	44100	45600	48500	52600	56300	59400	62000	63950	65450	66450	67750
1989	31050	31900	32900	33850	34900	35950	37000	38100	39200	41500	44950	48400	51650	54550	56900	58450	59150	56400
1984	25700	26800	27850	28900	30000	31100	32200	33300	34400	36550	39500	41950	43800	44900	45250	45000	43850	41100
1978	15750	16700	17650	18600	19550	20550	21400	22300	23150	24800	26950	28700	30000	31000	31650	32050	32350	32450
1972	10650	11150	11700	12300	12850	13400	13950	14550	15100	16150	17600	18750	19600	20150	20500	20600	20600	20400
1960	6450	7150	7575	7925	8325	8725	9050	9525	9875	10275	10850	11600	12075	12900	13500	13375	13175	12650

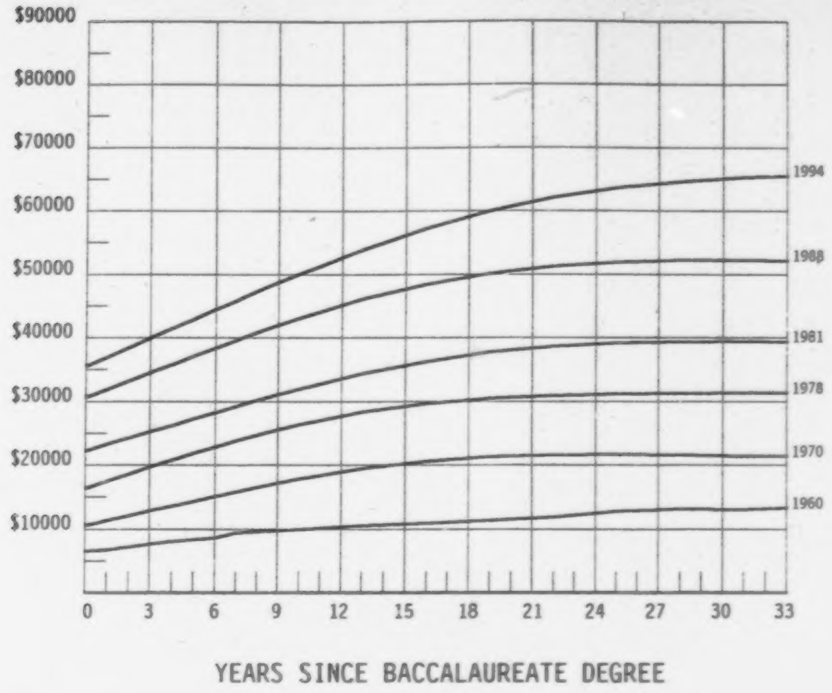
SELECTED INDUSTRY MEDIANS: CHEMICALS, DRUGS & PLASTICS



SELECTED ENGINEERING SALARY STATISTICS:

								Years Since B.S. Degree:										
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	41000	42300	44200	46150	48100	50050	52050	54000	55950	59850	65400	70450	74800	78300	81000	82900	84100	85200
1989	31800	33500	35300	37100	38950	40700	42500	44200	45900	49100	53450	57050	59900	62100	63700	64750	65450	66000
1982	25550	26650.	27750	28900	30050	31250	32400	33600	34800	37100	40400	43300	45650	47450	48650	49300	49550	49150
1978	17508	18350	19250	20150	21050	21900	22800	23650	24500	26150	28300	30100	31500	32550	33250	33700	34050	34250
1974	12150	12900	13600	14350	15100	15800	16550	17250	17900	19200	20950	22350	23450	24300	24900	25300	25600	25600
1970	10850	11250	11650	12050	12450	12850	13250	13650	14050	14800	15900	16850	17700	18400	19000	19400	19800	20100
1960	6325	6575	7075	7200	7575	7900	8250	8700	9125	9550	9825	10375	11125	11675	12800	14200	14450	15150

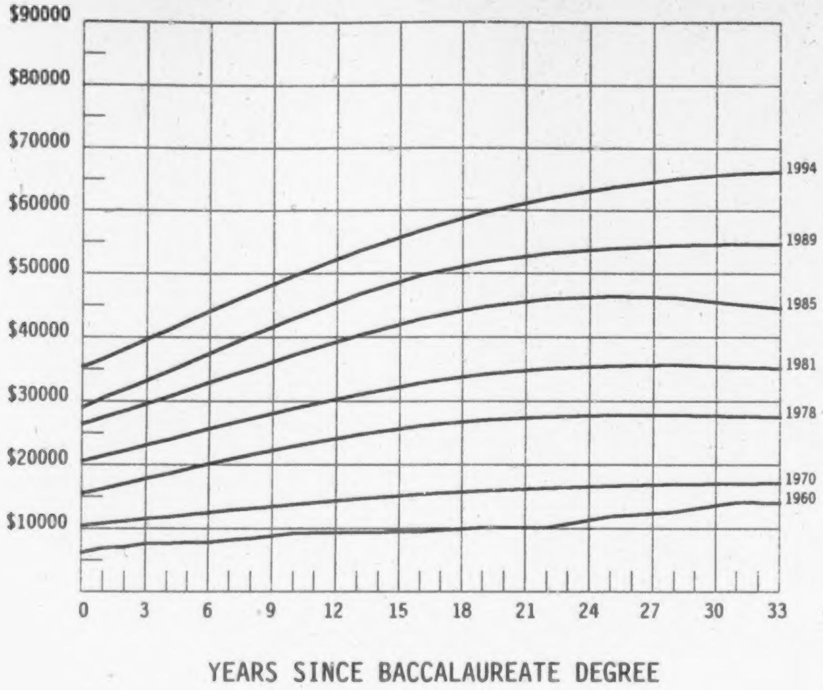
SELECTED INDUSTRY MEDIANS: ELECTRICAL/ELECTRONICS



SELECTED ENGINEERING SALARY STATISTICS:

Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
	Years Since B.S. Degree:																	
1994	35600	37000	38500	40000	41500	42950	44450	45900	47350	50150	54000	57300	60000	62100	63650	64650	65350	66000
1988	30650	31950	33250	34550	35850	37150	38400	39650	40850	43100	46100	48450	50150	51300	51950	52250	52250	52000
1981	22250	23250	24250	25250	26250	27300	28300	29250	30200	32000	34400	36300	37750	38650	39200	39400	39450	39200
1978	16400	17500	18600	19700	20800	21850	22850	23850	24750	26400	28350	29650	30500	30950	31200	31300	31350	31350
1970	10600	11350	12100	12850	13600	14350	15100	15850	16550	17900	19500	20600	21300	21600	21650	21600	21450	21300
1960	6575	6725	7200	7675	8075	8375	8650	9375	9575	10000	10550	10900	11350	11900	12765	13125	13075	14000

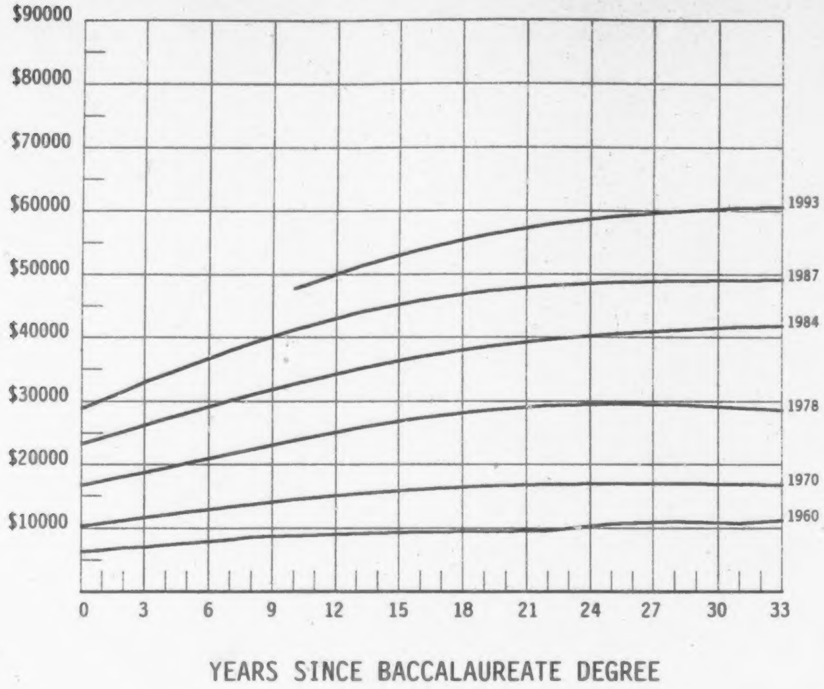
SELECTED INDUSTRY MEDIANS: FABRICATED METAL PRODUCTS



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	35350	36750	38250	39700	41200	42650	44100	45550	46950	49700	53500	56800	59650	61950	63750	65100	66000	66900
1989	29000	30600	31900	33250	34650	36050	37500	38950	40350	43050	46700	49650	51750	53150	54000	54450	54650	54750
1985	26400	27450	28550	29600	30700	31850	32950	34050	35150	37300	40300	42850	44750	45950	46400	46200	45200	42550
1981	20600	21450	22250	23100	23950	24800	25650	26450	27300	28900	31050	32850	34250	35150	35600	35700	35400	34450
1978	15550	16300	17050	17850	18600	19350	20150	20850	21600	22950	24700	26100	27000	27550	27800	27800	27650	27250
1970	10500	10850	11200	11550	11850	12200	12550	12850	13200	13800	14650	15350	15950	16400	16700	16950	17100	17150
1960	6275	6925	7125	7675	7625	7850	7825	8225	8450	9275	9375	9550	10100	10125	11925	12600	14100	14000

SELECTED INDUSTRY MEDIANS: NON-ELECTRICAL MACHINERY

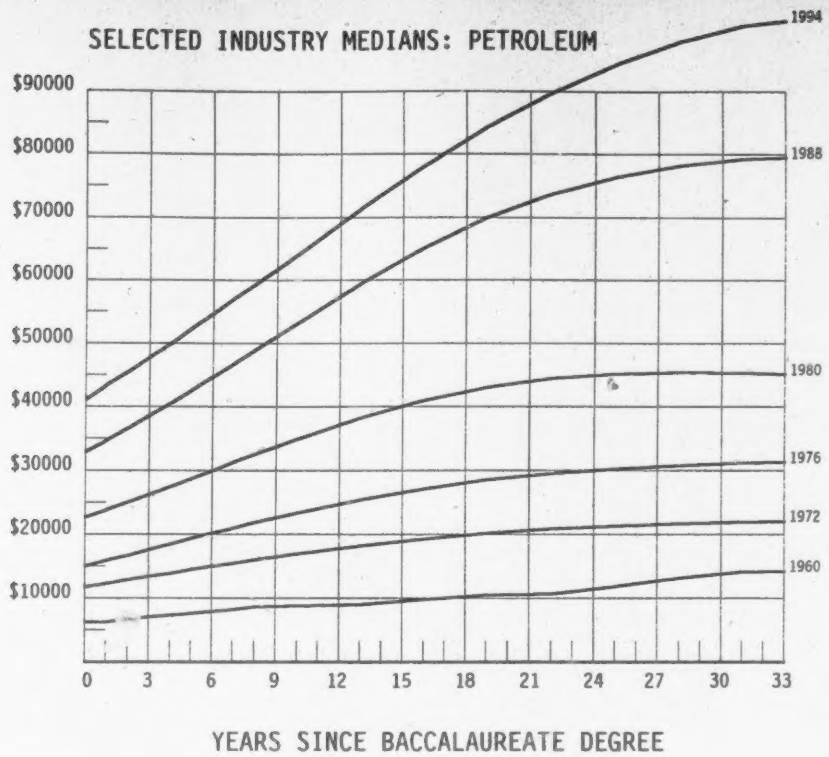


SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1993	0	0	0	0	0	0	0	0	0	47750	51200	54000	56200	57850	59100	59950	60500	61050
1987	28900	30250	31600	32950	34250	35500	36750	38000	39150	41250	43900	45900	47300	48150	48700	48950	49100	49150
1984	23250	24250	25250	26250	27250	28200	29150	30100	31000	32700	35000	36950	38450	39650	40500	41150	41650	42050
1978	16700	17400	18100	18800	19500	20250	21000	21700	22400	23800	25750	27350	28550	29300	29600	29500	28950	27600
1970	10350	10800	11200	11650	12100	12500	12900	13300	13700	14450	15400	16100	16600	16850	17000	16950	16850	16600
1960	6300	6625	6950	7050	7350	7625	7950	8175	8675	8800	9150	9425	9500	9600	10700	10975	10800	12275

* No data was available for Non-Electrical Machinery in 1994.

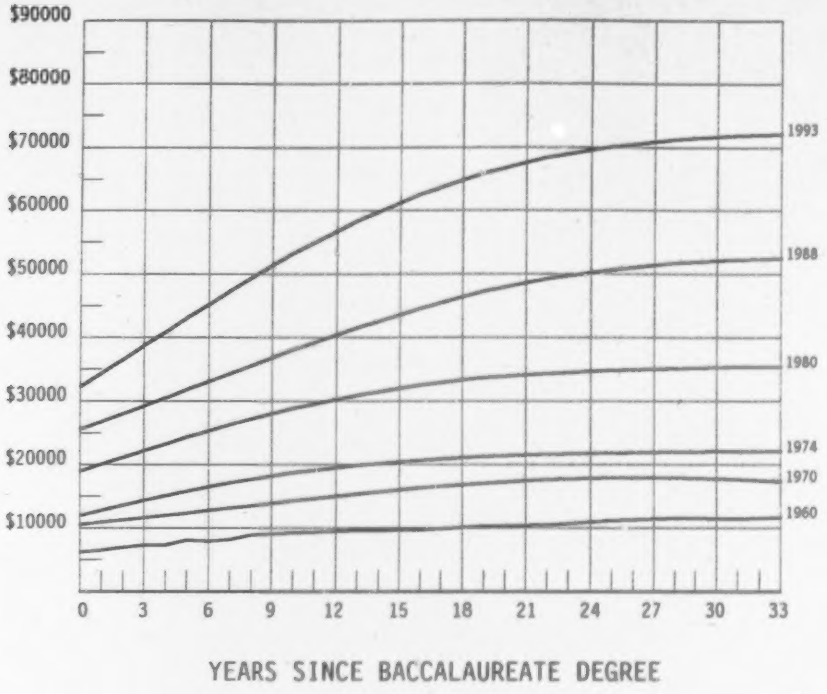
SELECTED INDUSTRY MEDIANS: PETROLEUM



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																	
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	41100	43400	45550	47750	50000	52350	54650	57050	59400	64200	71350	78100	84300	89750	94300	97850	100400	103300
1988	32900	34700	36600	38550	40550	42600	44700	46800	48950	53250	59500	65150	69950	73750	76450	78250	79300	80150
1980	22700	23850	25050	26250	27500	28750	30000	31250	32500	34900	38200	41000	43050	44450	45200	45450	45300	44700
1976	15050	15900	16750	17600	18500	19350	20200	21000	21850	23350	25450	27150	28500	29500	30250	30750	31200	31450
1972	11750	12300	12850	13400	13900	14450	15000	15500	16000	16950	18200	19300	20150	20850	21350	21700	22000	22200
1960	6250	6250	6700	6975	7325	7525	7925	8225	8600	8825	9025	9750	10450	10650	11800	13200	14100	14800

SELECTED INDUSTRY MEDIANS: CONSTRUCTION

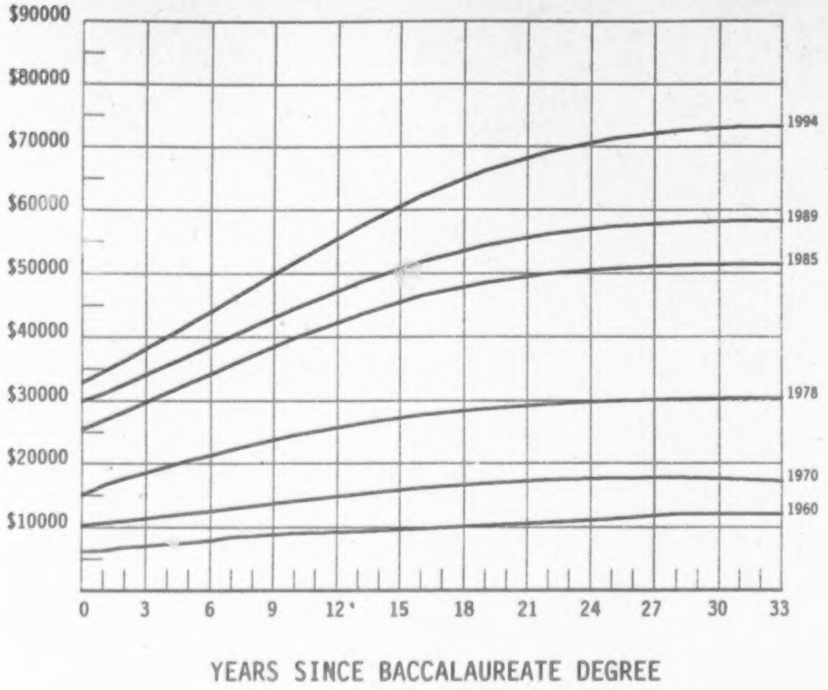


SELECTED ENGINEERING SALARY STATISTICS:

								Years Since B.S. Degree:										
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1993	32250	34400	36550	38750	40900	43100	45250	47350	49400	53300	58450	62700	66000	68450	70150	71300	71950	72500
1988	25600	26800	28000	29250	30500	31800	33050	34350	35600	38100	41600	44650	47250	49250	50700	51700	52300	52900
1980	19050	20100	21200	22250	23300	24350	25350	26300	27200	28900	30950	32550	33650	34350	34850	35150	35350	35450
1974	12000	12800	13600	14400	15150	15850	16500	17150	17700	18750	19950	20750	21350	21700	21900	22050	22100	22150
1970	10550	10900	11250	11650	12000	12400	12800	13150	13550	14300	15400	16350	17100	17650	17950	18000	17650	16450
1960	6200	6500	6925	7275	7275	8050	7925	8225	8850	9275	9600	9675	10300	10525	11200	11600	11450	12250

* No data was availble for Construction in 1994.

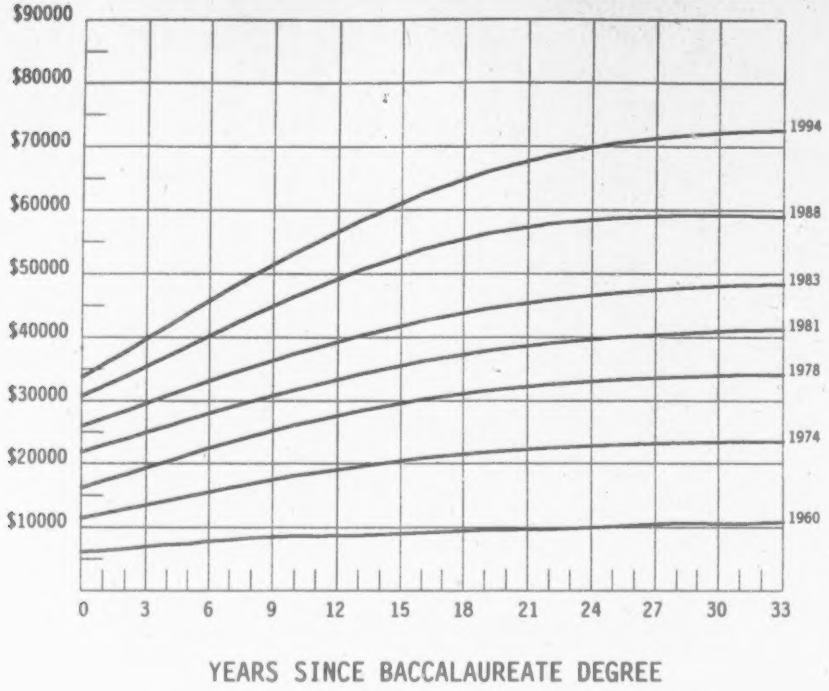
SELECTED INDUSTRY MEDIANS: CONSULTING & ENGINEERING SERVICES



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	32900	34550	36400	38250	40100	42050	44000	45950	47950	51800	57350	62200	66200	69200	71250	72500	73150	73450
1989	29950	31150	32600	34100	35650	37150	38650	40150	41650	44550	48500	51800	54400	56200	57400	58050	58300	58250
1985	25400	26850	28300	29800	31300	32800	34250	35750	37150	39900	43500	46450	48550	49950	50800	51250	51450	51450
1978	15050	16650	17650	18600	19550	20500	21350	22250	23050	24500	26350	27750	28750	29450	29950	30200	30400	30500
1970	10300	10650	11050	11400	11800	12200	12550	12950	13350	14100	15200	16150	16900	17450	17700	17750	17500	16500
1960	6250	6350	6825	7050	7400	7600	7925	8425	8675	9075	9350	9825	10300	10775	11325	12100	12100	12000

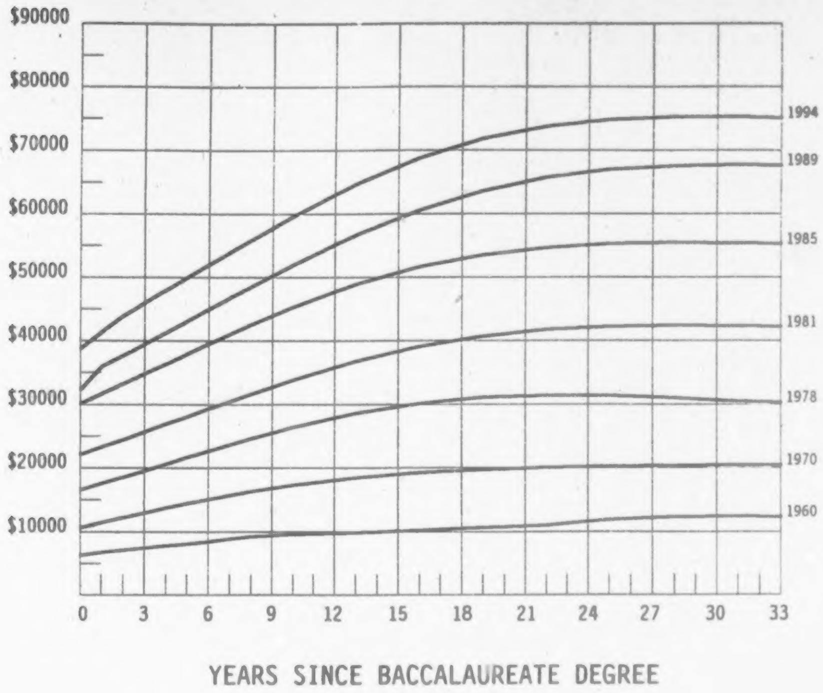
SELECTED INDUSTRY MEDIANS: ELECTRIC & GAS UTILITIES



SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	33750	35800	37800	39800	41800	43800	45800	47750	49650	53300	58300	62550	65950	68550	70450	71650	72400	73000
1988	30800	32350	33900	35500	37100	38700	40300	41900	43500	46500	50550	53850	56300	57900	58800	59200	59200	58700
1983	25950	27200	28400	29600	30850	32000	33200	34300	35400	37500	40250	42600	44450	45850	46950	47700	48300	48700
1981	21900	22900	23900	24950	25950	27000	28000	28950	29950	31750	34200	36250	37900	39100	40000	40650	41150	41500
1978	16300	17300	18350	19400	20400	21450	22450	23400	24350	26100	28400	30200	31600	32600	33300	33750	34100	34300
1974	11450	12150	12850	13550	14250	14950	15600	16300	16900	18100	19600	20850	21750	22450	22900	23250	23450	23600
1960	6150	6325	6600	6950	7250	7425	7775	8025	8350	8575	8750	9125	9575	9725	10100	10650	10575	11550

SELECTED INDUSTRY MEDIANS: RESEARCH & DEVELOPMENT

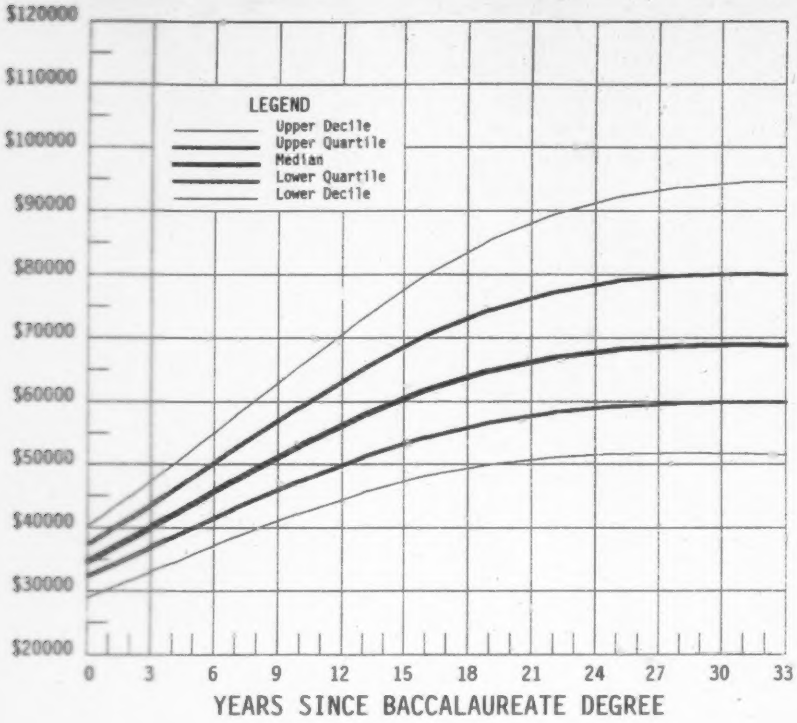


SELECTED ENGINEERING SALARY STATISTICS:

	Years Since B.S. Degree:																
Survey Year:	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
1994	38750	41350	43950	45950	48000	50000	52000	54000	55950	59700	64700	68800	71800	73750	74850	75300	75300	74650
1989	32300	35950	37700	39500	41300	43100	44950	46750	48550	52000	56700	60650	63650	65750	67000	67600	67750	67450
1985	30100	31650	33250	34850	36400	38000	39550	41100	42550	45350	48900	51650	53550	54700	55300	55450	55350	55050
1981	22100	23250	24450	25650	26900	28100	29300	30500	31650	33900	36800	39100	40750	41750	42250	42400	42300	41950
1978	16650	17600	18600	19600	20650	21650	22650	23650	24600	26400	28600	30150	31100	31400	31350	31050	30500	29800
1970	10650	11450	12250	13000	13750	14450	15150	15750	16350	17300	18450	19250	19750	20050	20250	20350	20450	20450
1960	6300	6725	7125	7475	7800	8100	8450	8900	9250	9625	9875	10275	10700	11000	11925	12350	12450	12175

CURVES AND TABLES FOR ALL INDUSTRIES

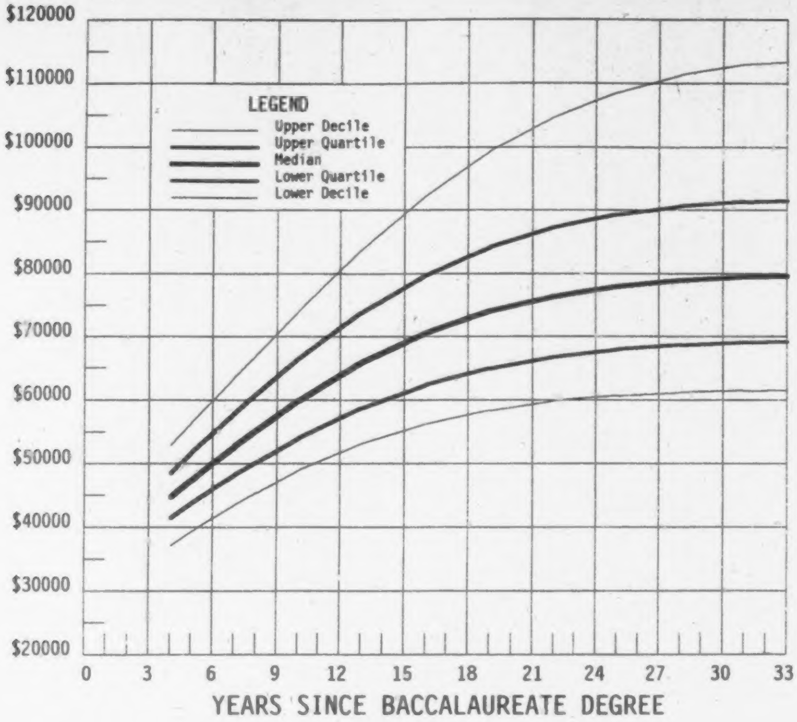
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40300	42600	44950	47400	49900	52450	55050	57700	60350	65600	73150	79850	85350	89400	92150	93750	94500	94650	80000	2.2
Upper Quartile	37350	39400	41500	43600	45800	48000	50250	52500	54750	59100	65200	70350	74400	77200	78950	79800	80050	79600	67850	2.2
Median	34700	36450	38250	40100	41950	43800	45700	47550	49350	52900	57750	61750	64850	66950	68200	68800	68950	68550	56600	2.2
Lower Quartile	32350	33850	35400	36900	38450	40000	41550	43650	44500	47350	51150	54300	56650	58250	59250	59750	59900	59650	46400	2.2
Lower Decile	28950	30300	31700	33100	34450	35850	37200	38550	39850	42300	45550	48150	49950	51100	51700	51850	51750	51250	39100	2.2
Mean	34850	36650	38500	40350	42300	44200	46150	48100	50000	53750	58950	63350	66800	69250	70800	71650	71950	71800	58850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39850	43500	45700	47200	49700	52150	54150	59950	61850	65200	74100	78850	83100	90200	90700	93150	97650	95450	80000	
Upper Quartile	36300	40300	42450	43800	46100	47700	50150	54200	55550	59050	65700	69650	71950	76200	79600	79200	84450	79650	67850	
Median	33750	36200	39200	40800	42500	43900	44750	48550	50750	52300	58200	61900	63300	66150	68200	68500	72100	68500	56600	
Lower Quartile	32300	32700	36250	36800	38900	40250	40150	43150	45850	47500	51400	54600	54900	57050	59450	61550	61650	59050	46400	
Lower Decile	27750	30500	32350	34300	35800	37250	33800	39550	41650	42100	45600	48350	48350	49400	51900	54700	54100	50300	39100	
Mean	34250	36750	39350	40700	42800	44450	45100	49200	51200	53350	59150	63000	65100	69350	71050	72000	74750	71250	58850	
Supporting Data																				
Total Number	2023	1783	2620	3225	3170	3816	3427	3773	3890	12798	11060	8487	8022	7866	7197	5869	3966	7286	100278	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	5	27	184	113	52	57	118	558	
Less Than $22000	65	5	1	5	0	0	2	0	2	59	0	1	5	0	0	0	1	0	147	

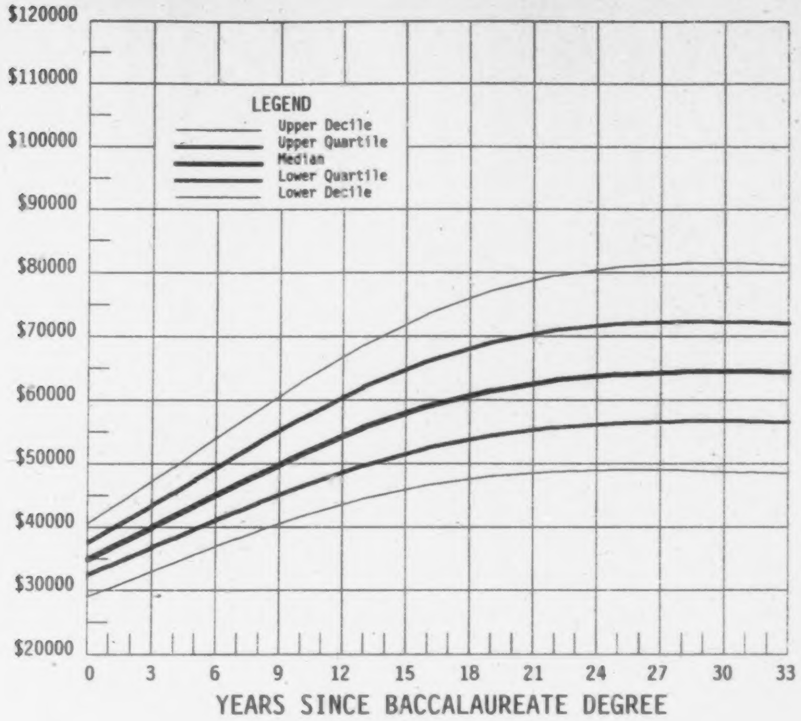
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52900	56400	59950	63500	67050	74000	83800	92300	99300	104700	108600	111300	112950	114350	98550	3.6
Upper Quartile	0	0	0	0	48500	51650	54750	57850	60850	66450	73850	79750	84100	87250	89300	90600	91350	91900	82600	4.0
Median	0	0	0	0	44650	47350	50050	52650	55200	59900	65900	70600	74050	76400	78000	78950	79500	79900	70400	4.0
Lower Quartile	0	0	0	0	41450	43750	46000	48150	50200	54000	58750	62350	64950	66800	67950	68700	69100	69400	60650	4.0
Lower Decile	0	0	0	0	37000	39250	41400	43450	45400	48900	53150	56250	58400	59850	60700	61200	61500	61650	50850	4.4
Mean	0	0	0	0	45050	47850	50650	53350	56000	61000	67600	72850	76850	79700	81600	82800	83500	84000	73550	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	51950	62200	57700	66750	64750	74950	83000	87200	96200	117200	108200	107050	111800	115700	98550	
Upper Quartile	0	0	0	0	46850	53500	52250	64250	59200	66450	73850	78750	82150	89350	88050	88350	93200	94800	82600	
Median	0	0	0	0	44950	45150	50050	55450	55450	60600	65400	70200	72500	77250	77900	76800	82500	80850	70400	
Lower Quartile	0	0	0	0	40600	42700	44500	50400	51800	52950	59900	63050	64650	67250	66150	67350	70150	71000	60650	
Lower Decile	0	0	0	0	38950	41500	42250	43350	48450	45250	54350	57700	60300	60600	58450	63050	62500	59350	50850	
Mean	0	0	0	0	45600	48800	49750	55900	56400	60200	67650	72150	75750	83050	80600	80850	84250	85050	73550	
Supporting Data																				
Total Number	24	42	135	190	263	477	470	538	537	2424	2556	2437	2467	2682	2832	2240	1668	2274	24257	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	4	27	180	107	43	45	95	500	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL INDUSTRY NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40700	42800	45000	47250	49500	51750	54050	56300	58500	62850	68700	73550	77150	79550	80900	81450	81450	80700	71700	2.2
Upper Quartile	37550	39500	41450	43400	45400	47400	49400	51400	53350	57050	62050	66100	69050	71000	72000	72350	72250	71450	62750	2.2
Median	34900	36550	38250	39950	41650	43350	45050	46750	48350	51500	55650	59000	61500	63150	64050	64450	64500	64050	52800	2.2
Lower Quartile	32400	33850	35300	36750	38200	39650	41100	42450	43850	46400	49750	52450	54400	55700	56400	56650	56650	56250	44050	2.2
Lower Decile	29000	30300	31650	33000	34350	35650	36900	38200	39400	41650	44500	46650	48050	48800	49050	49000	48700	47900	37600	2.2
Mean	35000	36700	38400	40150	41900	43650	45350	47050	48750	51950	56200	59700	62250	63900	64850	65250	65250	64750	54200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39650	43300	45550	46950	49550	51300	53850	58300	61200	62500	70400	71800	74500	76400	80750	82250	84750	82400	71700	
Upper Quartile	36200	40150	42050	43600	45950	47350	49350	52750	54700	56500	62800	65500	66700	70100	72250	72300	74450	72300	62750	
Median	33750	36000	38900	40850	42300	43700	43950	47500	49850	51350	55850	58950	59750	61400	64050	65100	66450	64850	52800	
Lower Quartile	32300	32650	36100	36550	38700	39800	39450	42700	45150	47000	50050	52600	52200	53750	56600	58400	57950	56600	44050	
Lower Decile	27700	30450	32100	34250	35350	36650	33450	38850	41300	41750	44350	46500	47000	47500	47350	52300	52350	47250	37600	
Mean	34050	36500	39050	40450	42500	43850	44350	48050	50350	51750	56600	59300	60350	62250	64900	66550	67850	65000	54200	
Supporting Data																				
Total Number	1999	1741	2485	3035	2908	3339	2958	3235	3352	10375	8504	6049	5555	5185	4365	3628	2298	5012	76021	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	4	7	9	12	23	57	
Less Than $22000	65	5	1	5	0	0	2	0	2	59	0	1	5	0	0	0	1	0	146	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40100	42250	44500	46800	49150	51550	53950	56400	58850	63650	70500	76500	81400	85050	87500	89000	89700	89950	76650	2.2
Upper Quartile	37300	39200	41200	43200	45250	47350	49400	51500	53550	57600	63200	68000	71750	74450	76200	77150	77500	77400	65200	2.2
Median	34750	36400	38100	39850	41600	43350	45100	46800	48500	51800	56300	60050	62950	64950	66200	66900	67150	67000	53750	2.2
Lower Quartile	32450	33900	35300	36750	38150	39600	41000	42400	43750	46400	49900	52800	55050	56600	57650	58200	58500	58500	44250	2.2
Lower Decile	28950	30250	31550	32900	34200	35500	36800	38050	39300	41550	44550	46850	48500	49450	49950	50050	49900	49350	37800	2.2
Mean	34800	36500	38250	40050	41850	43650	45450	47250	49050	52500	57250	61350	64500	66850	68350	69200	69600	69600	56250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39650	43300	44800	46250	48700	51050	53000	59550	60950	62800	71500	75750	79550	84100	88150	88000	93950	89950	76650	
Upper Quartile	36150	40100	41900	43250	45600	46900	49500	53300	55000	56650	63450	67700	69750	74000	78300	76450	82200	76250	65200	
Median	33750	36000	39050	40550	42100	43700	44050	47800	50200	50950	56350	60450	61650	63750	67400	67000	70250	66350	53750	
Lower Quartile	32250	32650	36350	36800	38650	40250	39600	42700	45250	46050	50050	53300	53200	55400	58600	60600	59850	57550	44250	
Lower Decile	27700	30450	31850	34200	35250	37200	33400	38900	41250	41150	44300	46900	47200	47950	51100	53050	52300	47900	37800	
Mean	34100	36500	39000	40400	42200	44150	44400	48600	50550	51600	57350	61200	63000	66350	70050	69950	72650	68250	56250	
Supporting Data																				
Total Number	1985	1718	2245	2820	2713	3044	2859	3038	3003	9168	7954	5981	5487	5451	4644	3862	2688	5239	73898	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	19	87	83	29	27	57	305	
Less Than $22000	65	5	0	5	0	0	2	0	2	59	0	1	0	0	0	0	1	0	140	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52650	56050	59450	62850	66200	72700	81600	89150	95100	99600	102800	104900	106200	107300	92900	3.6
Upper Quartile	0	0	0	0	48050	51050	54000	56850	59650	64900	71700	77100	81150	83950	85850	87050	87700	88200	79900	4.0
Median	0	0	0	0	44450	47100	49750	52300	54750	59300	65050	69500	72750	74950	76450	77350	77850	78250	68100	4.0
Lower Quartile	0	0	0	0	40800	42900	44950	46950	48850	52400	56900	60450	63100	65000	66250	67050	67550	67900	58300	3.8
Lower Decile	0	0	0	0	36600	38650	40650	42550	44350	47650	51700	54800	56950	58450	59400	59950	60250	60450	47700	4.2
Mean	0	0	0	0	44700	47350	49950	52550	55050	59750	65950	70900	74650	77300	79150	80300	81000	81550	70650	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	51000	62150	55050	66750	63150	73650	82700	84100	93100	106700	101100	99850	105400	113800	92900	
Upper Quartile	0	0	0	0	46550	52250	52050	64450	58700	63750	73050	75100	79600	83200	85400	84200	91500	92250	79900	
Median	0	0	0	0	44800	44850	49850	55200	55150	59850	64650	69050	71700	74600	76000	75250	80700	80300	68100	
Lower Quartile	0	0	0	0	40450	42650	44350	50350	51650	49150	58550	62150	63950	64800	63600	66300	67250	70650	58300	
Lower Decile	0	0	0	0	38900	41550	42200	43100	48350	42800	52700	56350	58600	59200	56650	61750	59700	60900	47700	
Mean	0	0	0	0	45150	48500	49250	55750	55600	58050	66600	70100	74300	78700	78300	78450	81300	84050	70650	
Supporting Data																				
Total Number	20	38	127	176	244	441	432	477	455	1656	1788	1610	1471	1737	1919	1491	1169	1453	16704	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	19	82	80	24	22	49	279	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40250	42300	44350	46450	48600	50700	52850	54950	57000	61000	66350	70750	74000	76150	77350	77800	77850	77200	69050	2.2
Upper Quartile	37500	39300	41150	43000	44850	46700	48600	50400	52200	55650	60300	64100	66950	68850	70000	70500	70600	70200	60250	2.2
Median	34900	36500	38050	39700	41300	42900	44450	46000	47550	50450	54300	57500	59850	61450	62400	62900	63000	62750	50750	2.2
Lower Quartile	32450	33800	35150	36500	37900	39200	40500	41800	43050	45400	48450	50900	52700	53900	54600	54900	55000	54750	42450	2.2
Lower Decile	28950	30250	31500	32800	34050	35300	36500	37700	38800	40900	43550	45500	46750	47450	47650	47550	47300	46550	36300	2.2
Mean	34900	36500	38150	39750	41400	43050	44650	46250	47800	50800	54750	57950	60300	61850	62750	63150	63200	62850	52050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39450	43100	44600	46050	48550	49800	52800	57400	60250	59650	67400	69800	71700	75400	79250	78500	79500	77100	69050	
Upper Quartile	36100	40000	41350	43250	45400	46700	48600	51950	53900	54650	60400	63950	65150	68550	71350	70500	73450	69950	60250	
Median	33750	35850	38750	40600	41850	43400	43200	46550	49200	50300	54050	57600	58200	59650	63850	63950	64900	62900	50750	
Lower Quartile	32250	32550	36200	36550	38400	39650	38850	42200	44400	45500	48450	51500	51200	51650	55550	56800	57200	54450	42450	
Lower Decile	27650	30400	31650	34100	35000	36600	33100	38150	40750	41000	43000	45250	45950	46150	47600	51200	50950	45300	36300	
Mean	33950	36300	38700	40150	41950	43400	43550	47250	49650	50200	54700	57900	58900	60550	64200	64600	65950	62200	52050	
Supporting Data																				
Total Number	1965	1680	2118	2643	2469	2603	2427	2561	2548	7512	6166	4371	4016	3715	2725	2371	1518	3786	57194	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	3	5	5	7	25	
Less Than $22000	65	5	0	5	0	0	2	0	2	59	0	1	0	0	0	0	1	0	140	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45850	48450	51100	53850	56650	59450	62350	68100	76550	84150	90550	95400	98800	100850	101900	102350	85550	2.2
Upper Quartile	0	0	42700	45000	47350	49800	52250	54700	57150	61900	68600	74200	78450	81300	82900	83500	83500	82500	72850	2.2
Median	0	0	39200	41250	43300	45350	47450	49550	51600	55550	60950	65300	68400	70400	71350	71550	71300	70200	62050	2.2
Lower Quartile	0	0	35950	37750	39550	41400	43200	45000	46750	50100	54600	58150	60650	62100	62750	62850	62550	61500	53000	2.2
Lower Decile	0	0	32650	34300	36000	37700	39350	41000	42650	45700	49700	52700	54600	55600	55800	55500	54950	53550	45300	2.2
Mean	0	0	39450	41550	43650	45850	48000	50200	52400	56650	62500	67350	71050	73450	74750	75250	75200	74350	64600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	47050	48700	54500	53050	57200	60550	62500	69650	75450	83150	88550	97600	94600	98550	106700	106600	85550	
Upper Quartile	0	0	45450	44950	50250	50700	52700	55500	57300	62800	68600	73600	75550	80800	80700	82250	86450	86350	72850	
Median	0	0	41150	41100	45100	45000	47750	50850	52050	56250	61700	64750	65900	70300	68350	71400	73600	73300	62050	
Lower Quartile	0	0	35550	35800	41250	40250	43150	45950	47600	50900	55450	57900	58900	61700	59800	64150	63850	63450	53000	
Lower Decile	0	0	34400	34500	38100	37050	39500	42200	43900	46750	50800	52050	51150	54850	52400	58150	55450	56700	45300	
Mean	0	0	41300	41350	45850	45400	48250	51100	52850	57500	62900	66800	68750	73400	71600	75250	77500	77550	64600	
Supporting Data																				
Total Number	36	62	369	319	445	750	542	684	816	3189	2659	2194	2193	1920	2196	1561	958	1632	22525	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	7	10	23	16	15	47	122	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	7	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	67700	75550	87200	97650	106000	111700	114800	115850	115500	112950	106700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	60000	66300	75350	83250	89300	93250	95250	95800	95400	93300	86400	2.2
Median	0	0	0	0	0	0	0	0	54600	59900	67200	73200	77450	79950	80900	80750	79950	77650	74200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	50550	54950	60900	65600	68850	70600	71200	70950	70250	68300	64300	2.2
Lower Decile	0	0	0	0	0	0	0	0	46300	50900	57050	61600	64250	65050	64600	63300	61750	58500	58550	2.2
Mean	0	0	0	0	0	0	0	0	56100	61800	69850	76600	81550	84500	85700	85700	84950	82550	78200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	75700	81300	84900	95350	101900	112850	113550	112650	116650	118050	106700	
Upper Quartile	0	0	0	0	0	0	0	0	64350	70400	75900	82400	84350	93750	92850	92600	99700	97600	86400	
Median	0	0	0	0	0	0	0	0	57100	63150	66700	73650	73050	80450	80900	77750	84000	79600	74200	
Lower Quartile	0	0	0	0	0	0	0	0	52850	57600	61550	65150	64900	71450	69950	69900	75350	69100	64300	
Lower Decile	0	0	0	0	0	0	0	0	48600	53650	57850	60300	61200	64700	62200	65150	67800	58150	58550	
Mean	0	0	0	0	0	0	0	0	60650	65200	70450	75750	77250	84400	84450	83600	88750	85300	78200	
Supporting Data																				
Total Number	4	4	6	14	15	34	32	59	76	690	673	779	920	763	786	609	387	715	6565	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	7	10	21	13	10	38	102	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46200	48550	50900	53350	55750	58150	60550	65150	71500	76700	80600	83200	84600	85150	85150	84250	74900	2.2
Upper Quartile	0	0	43000	45200	47350	49550	51750	53900	56050	60100	65400	69550	72400	74000	74600	74500	74050	72550	66600	2.2
Median	0	0	39350	41250	43200	45100	47000	48900	50700	54200	58750	62300	64700	66050	66550	66500	66100	64850	57850	2.2
Lower Quartile	0	0	36050	37700	39400	41050	42750	44350	45950	48950	52850	55850	57900	59050	59500	59400	59100	58050	49950	2.2
Lower Decile	0	0	32800	34400	36000	37600	39150	40700	42150	44900	48250	50600	51950	52400	52250	51700	51000	49400	43200	2.2
Mean	0	0	39600	41550	43450	45400	47350	49250	51100	54650	59400	63150	65800	67400	68100	68250	67950	66950	59050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46900	48000	54500	52800	55900	59850	61550	66150	73200	74500	77150	79400	81350	84950	88500	91450	74900	
Upper Quartile	0	0	45350	44800	50200	50500	52350	55000	56550	60650	66100	67850	69050	72500	72300	75600	75600	76850	66600	
Median	0	0	40950	40700	44950	44700	47450	50400	51600	54700	59950	61400	61650	64900	62800	67950	67050	69650	57850	
Lower Quartile	0	0	35500	35700	41150	40150	42900	45600	47250	49650	54050	55150	54700	58100	57000	61300	58400	61700	49950	
Lower Decile	0	0	34400	34450	38050	36600	39250	41950	43550	45750	49700	49750	48600	52300	45900	55600	54050	53550	43200	
Mean	0	0	40950	40750	45700	45100	47850	50600	52050	55350	60400	61900	62600	66150	64400	69900	69850	71500	59050	
Supporting Data																				
Total Number	33	58	362	305	430	716	510	624	741	2499	1987	1415	1273	1157	1411	952	571	917	15960	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	9	20	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	6	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60750	64200	71300	81900	91650	99750	105700	109500	111450	112050	111150	97900	2.2
Upper Quartile	0	0	0	0	0	0	0	56350	59350	65400	74050	81400	86950	90450	92100	92350	91800	89550	82200	2.2
Median	0	0	0	0	0	0	0	51400	53900	58750	65500	71000	75000	77400	78450	78500	77950	76150	71150	2.2
Lower Quartile	0	0	0	0	0	0	0	47750	49850	54000	59500	63850	66800	68450	69000	68800	68150	66400	61950	2.2
Lower Decile	0	0	0	0	0	0	0	43150	45200	49250	54650	58750	61400	62650	62750	62100	61150	58850	54250	2.2
Mean	0	0	0	0	0	0	0	52100	54800	60150	67700	74050	78800	81800	83200	83400	82950	81050	75100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	70250	69450	70800	78950	83500	90100	146500	103900	103450	112050	109350	97900	
Upper Quartile	0	0	0	0	0	0	0	65400	64600	65500	76400	75850	80700	96750	90350	88600	92850	92450	82200	
Median	0	0	0	0	0	0	0	58600	60150	58750	67750	69750	73100	74650	77350	75000	80400	80250	71150	
Lower Quartile	0	0	0	0	0	0	0	51700	54200	52550	64150	63850	66400	64800	69600	62650	70950	71350	61950	
Lower Decile	0	0	0	0	0	0	0	47050	47850	50600	58450	59400	60350	54700	64050	57800	64500	64350	54250	
Mean	0	0	0	0	0	0	0	58950	59350	60000	68950	70800	74800	86950	81500	78600	84300	84050	75100	
Supporting Data																				
Total Number	2	3	6	87	12	22	27	51	70	442	447	312	342	495	356	446	320	416	3855	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	87	7	7	15	14	131	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, SUPERVISORY, PHD

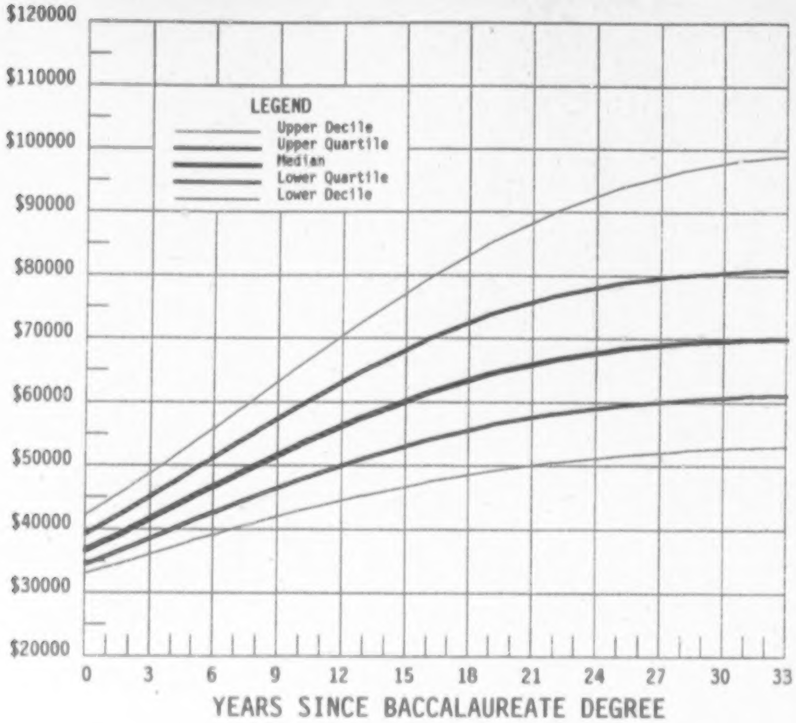
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66700	93000	111500	120400	123550	124450	124650	124700	124700	133650	10.4
Upper Quartile	0	0	0	0	0	0	0	0	0	55950	80900	97400	104400	106600	107100	107200	107250	107250	102300	11.4
Median	0	0	0	0	0	0	0	0	0	62400	71350	79250	85700	90650	94200	96600	98150	99700	86200	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	59000	66350	72350	76950	80300	82550	84000	84900	85750	74450	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	57100	64100	69200	72700	74850	76150	76900	77350	77650	63750	3.8
Mean	0	0	0	0	0	0	0	0	0	63650	73000	81350	88250	93600	97500	100200	101950	103750	92300	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72350	77450	94350	108450	164550	115900	118950	131950	121400	133650	
Upper Quartile	0	0	0	0	0	0	0	0	0	59700	67800	86600	91150	148850	97900	102800	109400	104100	102300	
Median	0	0	0	0	0	0	0	0	0	58400	66350	80350	84050	120650	89250	90850	92950	91300	86200	
Lower Quartile	0	0	0	0	0	0	0	0	0	57100	64900	74700	77700	87050	79400	83300	83350	83100	74450	
Lower Decile	0	0	0	0	0	0	0	0	0	56350	64000	70600	72150	77800	73700	75400	77600	78050	63750	
Mean	0	0	0	0	0	0	0	0	0	61250	67850	82000	86600	119000	91400	94850	99250	96450	92300	
Supporting Data																				
Total Number	0	0	2	0	3	2	6	2	7	78	95	48	76	182	127	140	112	107	987	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	87	5	6	13	7	119	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL INDUSTRY, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60350	63150	68700	76400	82900	87750	90900	92550	93100	92900	91400	85300	2.2
Upper Quartile	0	0	0	0	0	0	0	56450	59150	64300	71300	76750	80450	82350	82800	82350	81350	78850	75900	2.2
Median	0	0	0	0	0	0	0	51950	54350	59000	65100	69750	72700	74050	74100	73400	72300	69700	68050	2.2
Lower Quartile	0	0	0	0	0	0	0	47500	49450	53150	57950	61600	63900	65000	65200	64750	64000	62200	59750	2.2
Lower Decile	0	0	0	0	0	0	0	43050	45150	49100	54300	58200	60650	61650	61550	60800	59750	57400	52500	2.2
Mean	0	0	0	0	0	0	0	51950	54350	58950	65200	70150	73500	75350	75900	75600	74850	72800	69150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68700	70050	70650	79000	79150	84500	84250	94750	88700	93850	98900	85300	
Upper Quartile	0	0	0	0	0	0	0	64650	64750	65950	76900	73600	76450	74550	80650	78050	83700	87300	75900	
Median	0	0	0	0	0	0	0	58150	59400	59250	69550	68200	70750	68150	72650	69150	74400	75750	68050	
Lower Quartile	0	0	0	0	0	0	0	51450	53600	52050	63150	63000	65050	55750	67000	59150	66750	68350	59750	
Lower Decile	0	0	0	0	0	0	0	46750	47600	50400	57300	58450	59100	54050	61900	57200	62200	62550	52500	
Mean	0	0	0	0	0	0	0	58050	59100	59700	69250	68750	71400	68300	75950	71150	76250	79750	69150	
Supporting Data																				
Total Number	2	3	5	86	9	20	20	49	63	364	352	263	266	313	229	306	208	309	2867	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	1	2	7	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS

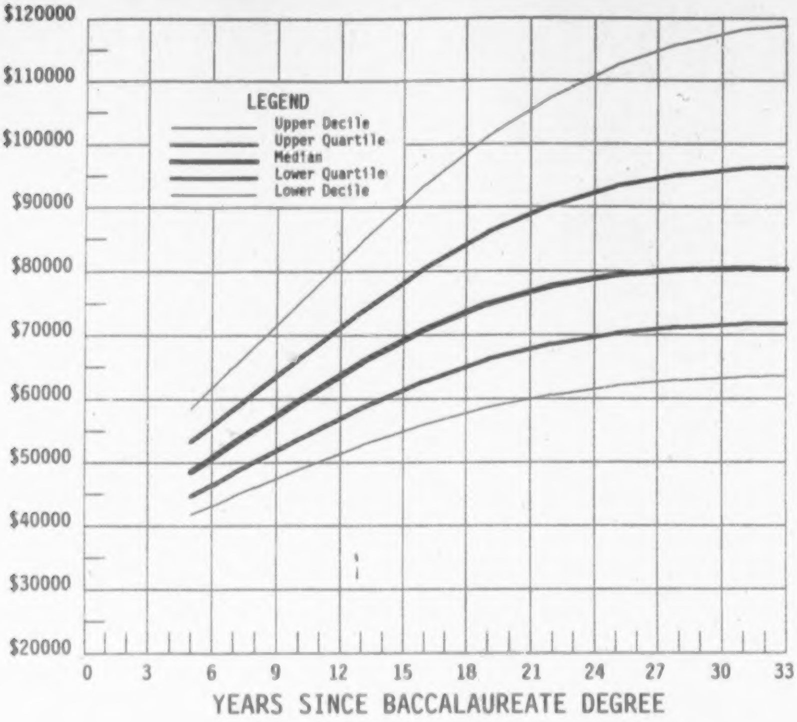
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42300	44400	46600	48850	51150	53500	55900	58350	60750	65650	72800	79400	85200	90000	93750	96500	98400	100650	80050	2.2
Upper Quartile	39250	41200	43150	45150	47200	49250	51300	53350	55400	59350	64950	69800	73750	76700	78750	80050	80750	81250	68400	2.2
Median	36650	38300	39950	41650	43350	45050	46750	48400	50050	53250	57650	61450	64450	66700	68300	69300	69850	70250	57250	2.2
Lower Quartile	34500	35850	37250	38600	39950	41300	42650	43950	45250	47750	51150	54050	56400	58200	59500	60400	61000	61550	47400	2.2
Lower Decile	33050	34100	35150	36200	37200	38250	39200	40200	41100	42900	45300	47400	49150	50550	51600	52400	52950	53500	40850	3.2
Mean	37250	38900	40600	42300	44000	45700	47400	49100	50750	54000	58550	62650	66150	68950	71150	72700	73750	74750	59800	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	43800	45600	46550	48150	50000	52900	55400	58650	60850	65900	74250	78750	84450	89450	92250	97400	101500	99850	80050	
Upper Quartile	40250	41800	43550	44650	46200	48700	50700	53300	55200	59650	66250	69550	73200	75250	79000	79750	82350	81100	68400	
Median	37000	38650	40450	41650	42800	44450	46050	48150	50400	53450	58500	61050	63950	66400	68100	69350	71000	69950	57250	
Lower Quartile	34850	35700	37650	38600	39650	41100	41800	43650	45650	47950	51750	53400	56000	57850	60000	60500	62050	61000	47400	
Lower Decile	33300	33150	35550	36500	37250	38100	38700	40150	41300	43050	45450	46850	48750	50550	52450	53100	53650	52250	40850	
Mean	38400	39300	40950	42050	43350	45150	46650	48850	50800	54150	59550	62450	66000	68850	71000	72750	74600	73650	59800	
Supporting Data																				
Total Number	546	789	1201	1525	1703	1813	1628	1924	2300	6644	6126	4885	4270	3995	3763	2935	2287	3293	51626	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	12	29	32	41	38	69	223	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	3	

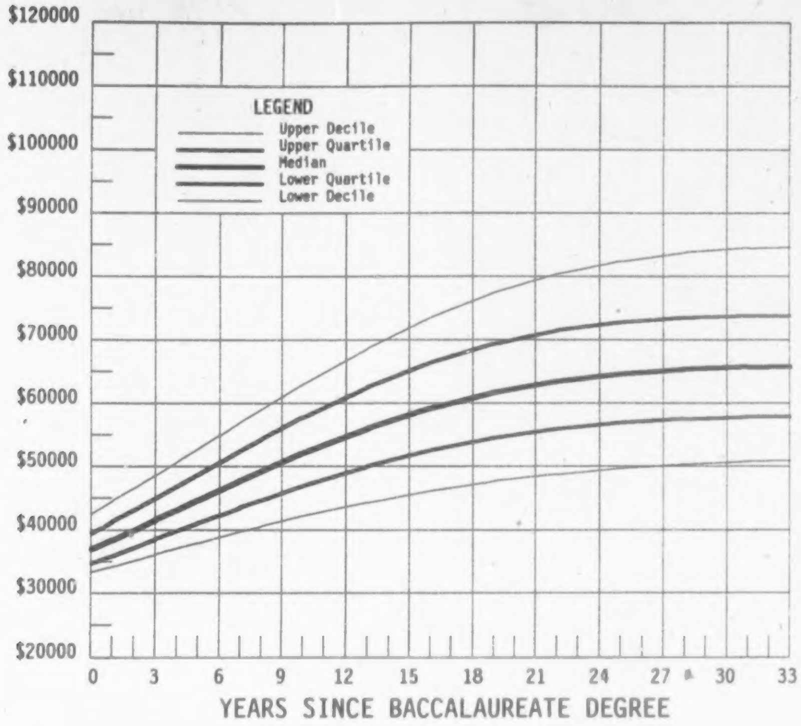
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	58450	61750	65050	68400	75050	84650	93500	101200	107500	112400	115900	118250	120450	104900	3.4
Upper Quartile	0	0	0	0	0	53250	55800	58400	61000	66250	73750	80450	86000	90300	93250	95100	96100	96700	84050	2.2
Median	0	0	0	0	0	48550	50800	53050	55250	59650	65700	70900	74900	77700	79400	80200	80450	80000	72400	2.2
Lower Quartile	0	0	0	0	0	44650	46450	48300	50100	53650	58550	62750	66150	68600	70250	71250	71750	71950	61550	2.2
Lower Decile	0	0	0	0	0	41700	43200	44650	46100	48900	52750	56000	58650	60600	62000	62900	63400	63850	52400	2.2
Mean	0	0	0	0	0	49650	51950	54250	56550	61100	67600	73300	77950	81400	83750	85150	85900	86200	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	60700	63700	66800	67000	73800	84600	93400	101550	111450	111600	115200	117200	118950	104900	
Upper Quartile	0	0	0	0	0	54200	56900	59300	61600	66750	75350	80050	84300	89050	90700	94600	98150	99450	84050	
Median	0	0	0	0	0	49000	51500	54150	54950	60100	66950	70900	73750	76300	78100	79550	81550	82000	72400	
Lower Quartile	0	0	0	0	0	45100	46900	48950	50250	54100	59750	62100	65100	67550	69750	71150	72750	73000	61550	
Lower Decile	0	0	0	0	0	41850	43450	45850	45850	49850	53800	54400	58200	59900	61700	62800	64100	64750	52400	
Mean	0	0	0	0	0	50600	52900	55450	56350	61400	68800	72800	76750	80900	82400	84750	86850	87900	75400	
Supporting Data																				
Total Number	16	32	46	67	101	110	116	100	253	985	1301	1189	1247	1178	1142	963	766	965	10637	
$125,000 or More	0	0	0	0	0	0		0	0	0	0	1	11	25	26	33	29	52	176	
Less Than $22000	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42550	44550	46550	48600	50700	52800	54900	57000	59050	63050	68650	73500	77400	80350	82400	83750	84500	85050	72700	2.2
Upper Quartile	39400	41250	43100	44950	46850	48750	50600	52450	54250	57750	62500	66400	69400	71500	72800	73500	73750	73600	63800	2.2
Median	36850	38400	39950	41550	43100	44700	46250	47750	49250	52100	55950	59200	61700	63500	64650	65350	65750	65850	54200	2.2
Lower Quartile	34600	35900	37200	38500	39800	41050	42300	43500	44700	46950	50000	52500	54450	55900	56850	57500	57800	58100	45450	2.2
Lower Decile	33250	34200	35150	36100	37050	37950	38850	39750	40550	42200	44350	46150	47650	48800	49700	50350	50800	51300	39750	2.2
Mean	37400	38950	40500	42050	43600	45150	46700	48200	49700	52550	56450	59750	62400	64400	65850	66750	67300	67800	55800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43200	45150	46200	47750	49700	52450	54750	57750	59600	63750	70150	72450	75600	77300	82800	84200	86250	86350	72700	
Upper Quartile	39950	41550	43350	44450	46000	48300	50100	52650	54550	58350	63300	65750	68300	71050	72650	72900	74700	74250	63800	
Median	36900	38450	40300	41550	42650	44200	45650	47650	49900	52500	56600	58700	60750	63000	64450	65300	66850	66150	54200	
Lower Quartile	34800	35550	37550	38500	39550	40900	41550	43300	45250	47200	50550	51850	53850	55350	57350	57600	58700	57850	45450	
Lower Decile	33300	33050	35450	36450	37150	38000	38550	39850	40950	42350	44300	45600	47200	48250	50500	51300	51650	50550	39750	
Mean	37850	38950	40650	41800	43100	44800	46200	48250	50150	52900	57050	59100	61550	63850	66050	66900	68450	67750	55800	
Supporting Data																				
Total Number	530	757	1155	1458	1601	1702	1512	1764	2047	5659	4825	3696	3023	2817	2622	1972	1521	2329	40990	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	4	6	8	10	17	47	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	3	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42250	44200	46250	48300	50450	52600	54800	57000	59250	63700	70350	76550	82050	86650	90200	92800	94450	95900	76250	3.6
Upper Quartile	39250	41050	42850	44650	46500	48350	50200	52050	53900	57500	62550	67000	70800	73750	75950	77450	78350	79100	64600	3.8
Median	36700	38200	39750	41250	42800	44350	45850	47350	48850	51700	55650	59000	61750	63850	65350	66400	67050	67650	53650	2.2
Lower Quartile	34600	35850	37050	38300	39500	40700	41900	43100	44250	46400	49400	51900	54000	55600	56800	57600	58150	58800	44700	2.2
Lower Decile	33200	34150	35050	35950	36800	37650	38500	39300	40100	41600	43650	45450	46950	48200	49200	49950	50500	51150	39200	2.8
Mean	37350	38850	40350	41900	43400	44900	46450	47950	49450	52400	56550	60300	63550	66250	68300	69800	70800	71750	56550	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	43500	45350	46300	47750	49500	52150	54250	56250	58850	63500	73100	76250	82350	87050	87500	91500	96650	94700	76250	
Upper Quartile	40100	41550	43300	44200	45750	47900	49600	51500	53750	57550	64200	66650	71100	73750	76500	76200	78700	77250	64600	
Median	36950	38500	40200	41400	42400	43800	45150	46800	49300	51750	56600	58200	61550	63750	65500	66500	68100	67000	53650	
Lower Quartile	34800	35600	37500	38450	39350	40400	41150	42700	44600	46550	50100	51050	53550	55400	57600	57700	59050	58100	44700	
Lower Decile	33300	33050	35400	36400	37000	37600	38300	39150	40300	41750	43750	44900	46450	47800	50250	50800	51300	50150	39200	
Mean	38150	39150	40700	41800	42900	44500	45800	47400	49550	52400	57750	59800	63550	66500	68450	69450	71500	70400	56550	
Supporting Data																				
Total Number	538	767	1108	1398	1483	1479	1265	1419	1676	4562	4215	3125	2665	2471	2296	1732	1368	2072	35639	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	8	21	18	22	20	36	125	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	2	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	54650	57450	60400	63350	66350	72500	81600	90200	97850	104150	109000	112500	114800	117250	97550	2.2
Upper Quartile	0	0	0	0	50400	52850	55300	57750	60200	65100	72000	78100	83100	86850	89350	90900	91700	92050	79900	2.2
Median	0	0	0	0	46050	48200	50350	52500	54650	58800	64450	69250	72850	75350	76800	77450	77600	77050	69200	2.2
Lower Quartile	0	0	0	0	42650	44400	46100	47800	49450	52700	57150	60900	63900	66050	67500	68400	68800	69000	58600	2.2
Lower Decile	0	0	0	0	40050	41450	42800	44100	45400	47900	51250	54100	56300	58000	59150	59900	60300	60650	50000	2.2
Mean	0	0	0	0	47100	49200	51350	53550	55700	59900	65850	71050	75300	78500	80700	82050	82800	83200	72000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	54350	59550	63100	66150	66250	71750	83300	87900	94600	107500	109000	111700	115450	117950	97550	
Upper Quartile	0	0	0	0	49600	53750	56300	58700	61000	65350	74000	77350	81650	86100	86450	88300	93450	96300	79900	
Median	0	0	0	0	45700	48750	51700	53200	54500	58950	65950	68650	71700	73950	76400	76050	78850	78850	69200	
Lower Quartile	0	0	0	0	42250	44750	47050	48700	49750	53200	58450	59650	63050	64750	67000	68350	69700	70300	58600	
Lower Decile	0	0	0	0	39600	41550	43500	45850	45300	49050	52500	51750	55100	57600	59600	59450	61300	61450	50000	
Mean	0	0	0	0	46750	50150	52750	54750	55550	60100	67200	70000	74000	78150	79900	80650	84000	85150	72000	
Supporting Data																				
Total Number	14	32	43	62	93	93	100	118	195	690	904	726	760	721	675	563	444	602	6833	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	7	16	16	17	15	32	103	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42200	44050	45950	47900	49800	51750	53650	55600	57500	61150	66250	70700	74350	77150	79100	80400	81200	81750	69400	4.0
Upper Quartile	39300	41000	42650	44350	46050	47700	49400	51050	52650	55750	59950	63500	66300	68400	69800	70700	71200	71500	60200	2.2
Median	36900	38300	39700	41150	42550	43950	45350	46700	48000	50550	53950	56850	59150	60900	62100	62900	63400	63850	51050	2.2
Lower Quartile	34750	35900	37050	38150	39300	40400	41500	42550	43550	45500	48100	50250	52000	53350	54300	54950	55350	55800	43200	2.2
Lower Decile	33450	34250	35100	35850	36650	37400	38150	38850	39550	40900	42650	44150	45400	46450	47250	47850	48250	48850	38450	2.2
Mean	37350	38750	40150	41550	43000	44350	45750	47100	48400	50950	54400	57400	59800	61650	63000	63950	64550	65200	52900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43000	44850	45950	47250	49100	51600	53000	55250	57250	61350	68200	70250	74300	76000	81100	79250	81600	79350	69400	
Upper Quartile	39900	41300	43100	44000	45500	47350	49000	50700	52850	55800	60950	62800	65850	68700	70250	70150	71750	71100	60200	
Median	36850	38300	40050	41300	42200	43550	44700	46250	48750	50800	54650	56150	58350	60750	62350	62500	64350	63900	51050	
Lower Quartile	34800	35450	37350	38350	39250	40200	40900	42350	44200	45600	48500	49650	51400	53000	55100	55250	55700	55550	43200	
Lower Decile	33250	33000	35300	36350	36900	37400	38150	38900	39850	41200	42400	44000	44600	45300	47750	49400	49950	48100	38450	
Mean	37800	38800	40450	41550	42650	44100	45200	46750	48750	51000	55150	56750	59350	61700	63650	64000	65500	64400	52900	
Supporting Data																				
Total Number	524	736	1065	1335	1390	1386	1165	1300	1481	3872	3311	2399	1905	1750	1621	1169	925	1471	28806	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	3	5	5	4	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	2	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52600	55050	57550	60050	62600	67700	75250	82350	88650	94000	98250	101450	103750	106600	84800	2.2
Upper Quartile	0	0	0	0	49250	51350	53450	55550	57650	61700	67350	72300	76250	79250	81300	82600	83300	83800	72450	2.2
Median	0	0	0	0	45300	47150	49050	50900	52750	56250	61000	64900	67850	69850	71100	71650	71800	71500	62750	2.2
Lower Quartile	0	0	0	0	42050	43650	45200	46750	48250	51100	54900	58050	60450	62100	63100	63650	63900	63750	54200	2.2
Lower Decile	0	0	0	0	39450	40800	42150	43500	44750	47100	50200	52650	54400	55500	56150	56400	56400	56050	47600	2.2
Mean	0	0	0	0	45900	47800	49700	51650	53500	57200	62300	66650	70150	72800	74550	75650	76250	76600	65500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	52250	55000	57800	61150	62800	67650	75600	81850	88200	93850	96350	102550	106550	106400	84800	
Upper Quartile	0	0	0	0	49000	51300	53350	56300	58350	62350	68000	72000	74850	76500	81200	83050	84950	85600	72450	
Median	0	0	0	0	45600	46900	48800	52000	52900	56800	61600	64400	66350	68900	70600	71600	73200	72750	62750	
Lower Quartile	0	0	0	0	42500	43750	44650	47350	48600	51500	55500	57950	59200	60950	62500	63700	65500	64750	54200	
Lower Decile	0	0	0	0	40050	41500	41500	43950	45050	46900	50900	52350	53700	54700	56400	56700	58050	55600	47600	
Mean	0	0	0	0	46000	47900	49350	52250	53650	57350	62950	66500	69250	71750	73950	75800	77650	77400	65500	
Supporting Data																				
Total Number	8	22	93	127	217	324	347	473	575	1857	1676	1502	1327	1278	1199	923	674	899	13520	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	7	10	13	10	22	66	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	68150	72000	79550	90100	99350	106850	112550	116600	119200	120750	121900	110850	4.0
Upper Quartile	0	0	0	0	0	0	0	59600	62500	68200	76500	83900	90000	94500	97500	99250	100050	100050	88300	2.2
Median	0	0	0	0	0	0	0	54200	56600	61300	67850	73300	77500	80350	81950	82600	82600	81750	75650	2.2
Lower Quartile	0	0	0	0	0	0	0	49750	51800	55750	61200	65800	69300	71800	73250	74000	74200	73800	66350	2.2
Lower Decile	0	0	0	0	0	0	0	46100	47850	51250	55950	59900	63050	65300	66800	67650	68000	68050	58600	2.2
Mean	0	0	0	0	0	0	0	55850	58450	63550	70750	77000	81850	85250	87300	88300	88550	87850	79850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67250	69450	77900	88700	103750	110700	114250	114300	117250	117550	119500	110850	
Upper Quartile	0	0	0	0	0	0	0	60950	63650	69550	77900	83300	88100	93800	94600	99650	102200	102650	88300	
Median	0	0	0	0	0	0	0	55850	56100	62650	69350	73650	75800	78650	79450	83150	82800	85200	75650	
Lower Quartile	0	0	0	0	0	0	0	50650	51850	56950	62400	65650	67600	70600	72200	74700	74300	75850	66350	
Lower Decile	0	0	0	0	0	0	0	45750	48200	51800	57350	59700	61850	64600	65450	68450	68300	69500	58600	
Mean	0	0	0	0	0	0	0	56750	59050	64300	72300	76950	80500	84050	85100	88700	88550	90950	79850	
Supporting Data																				
Total Number	3	1	3	4	8	18	16	40	56	287	383	433	431	402	398	303	244	289	3320	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	7	8	11	7	15	51	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	50850	52850	54900	56900	58900	60900	64750	70100	74750	78600	81550	83700	85150	86050	86950	75000	2.2
Upper Quartile	0	0	0	47200	49150	51100	53050	55000	56850	60400	65100	68850	71650	73450	74400	74800	74800	74200	67400	2.2
Median	0	0	0	43600	45350	47100	48850	50550	52150	55250	59350	62550	64900	66350	67150	67400	67350	66750	59600	2.2
Lower Quartile	0	0	0	40650	42150	43650	45100	46500	47850	50450	53800	56400	58350	59600	60300	60550	60600	60200	52200	2.2
Lower Decile	0	0	0	38200	39500	40800	42050	43300	44450	46600	49350	51400	52850	53700	54050	54150	54000	53500	46200	2.2
Mean	0	0	0	44250	45950	47650	49300	50900	52500	55550	59650	63000	65600	67450	68650	69300	69600	69650	60800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	49850	52200	54550	57150	60450	62150	65850	71050	73750	75650	77350	83550	86900	88850	89750	75000	
Upper Quartile	0	0	0	46950	48850	51100	53250	55800	57850	61100	65600	67850	69350	72350	74500	74500	76300	75950	67400	
Median	0	0	0	44350	45450	46750	48750	51650	52550	55900	59800	62000	63050	65150	66600	67200	69050	68450	59600	
Lower Quartile	0	0	0	41600	42450	43650	44550	47200	48300	50850	54250	56050	56900	58400	60100	60550	62000	61300	52200	
Lower Decile	0	0	0	38500	40000	41450	41450	43700	44900	46400	50200	50850	51750	53100	54250	54300	56350	53050	46200	
Mean	0	0	0	44500	45900	47600	49150	51850	53100	56100	60200	62300	63850	66100	68400	69500	71450	70950	60800	
Supporting Data																				
Total Number	6	21	89	123	209	306	331	433	519	1570	1292	1069	895	876	801	620	430	609	10199	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	3	7	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62350	64950	70100	77750	84900	91350	96800	101200	104600	107050	110200	95350	2.2
Upper Quartile	0	0	0	0	0	0	0	58450	60750	65350	71800	77500	82150	85650	88150	89700	90600	91250	82550	2.2
Median	0	0	0	0	0	0	0	54600	56750	60900	66450	71050	74450	76650	77900	78350	78350	77550	72150	2.2
Lower Quartile	0	0	0	0	0	0	0	50900	52850	56600	61500	65400	68200	69850	70600	70650	70400	69300	65400	2.2
Lower Decile	0	0	0	0	0	0	0	47400	49150	52600	57100	60600	63050	64500	65100	65150	64800	63700	59750	2.2
Mean	0	0	0	0	0	0	0	55000	57150	61350	67200	72200	76200	79150	81050	82200	82700	82800	75750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	71400	70750	72400	76600	82150	88050	97550	99450	107850	109050	110050	95350	
Upper Quartile	0	0	0	0	0	0	0	66500	65500	67950	71700	75100	79300	84000	87700	90750	91500	92750	82550	
Median	0	0	0	0	0	0	0	60550	60750	63750	67050	69650	72150	73550	75800	79450	79300	79700	72150	
Lower Quartile	0	0	0	0	0	0	0	56450	56300	58100	62400	64450	66350	68250	69100	70450	70650	71350	65400	
Lower Decile	0	0	0	0	0	0	0	51200	51500	52900	57750	60600	61350	64150	64100	65100	65100	64700	59750	
Mean	0	0	0	0	0	0	0	62000	61050	63250	67350	70600	73900	77650	79950	83100	83700	84100	75750	
Supporting Data																				
Total Number	0	0	0	0	3	10	17	32	48	225	235	257	278	246	269	279	244	322	2468	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	5	9	11	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

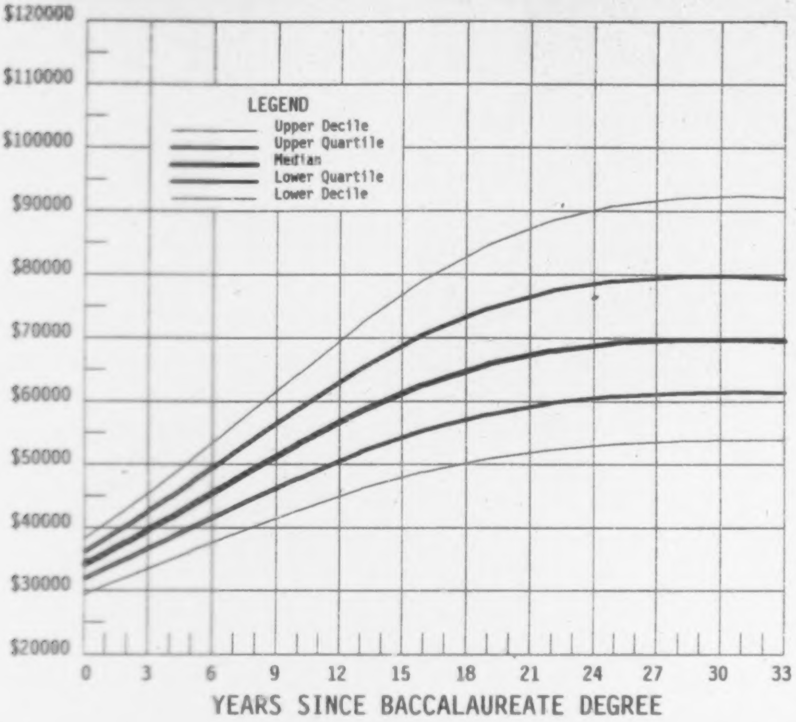
1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	82650	92000	100550	107900	113950	118450	122100	126500	117550	2.6
Upper Quartile	0	0	0	0	0	0	0	0	0	0	78550	86250	92700	97800	101600	104300	106100	108050	98800	3.0
Median	0	0	0	0	0	0	0	0	0	0	74250	85900	88900	89450	89550	89550	89550	89550	88100	15.0
Lower Quartile	0	0	0	0	0	0	0	0	0	0	70200	75050	78450	80700	82150	83050	83550	83950	80400	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	0	65850	70150	73100	75000	76150	76850	77250	77550	74300	3.6
Mean	0	0	0	0	0	0	0	0	0	0	74450	81150	86550	90700	93650	95700	97000	98300	92300	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	85700	89800	94750	117800	112200	120600	123900	122200	117550	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	81200	86550	89100	104050	97350	105200	107450	107450	98800	
Median	0	0	0	0	0	0	0	0	0	0	77100	79950	83200	89300	89000	91500	91400	92750	88100	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	70600	75200	77700	82150	80650	83950	83000	84200	80400	
Lower Decile	0	0	0	0	0	0	0	0	0	0	62750	72200	72450	77150	76100	75650	76950	78300	74300	
Mean	0	0	0	0	0	0	0	0	0	0	76100	80850	84750	94000	91500	96100	97650	97950	92300	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	1	1	8	14	30	56	56	70	96	78	74	483	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	5	7	5	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62500	64800	69250	75550	81100	85700	89250	91850	93600	94700	95750	87150	2.2
Upper Quartile	0	0	0	0	0	0	0	58800	60850	64800	70150	74650	78100	80550	82100	82900	83250	83150	75750	2.2
Median	0	0	0	0	0	0	0	55000	57050	61000	66050	69950	72550	73950	74400	74250	73700	72150	69700	2.2
Lower Quartile	0	0	0	0	0	0	0	51200	53100	56700	61400	64900	67200	68350	68650	68350	67800	66250	64250	2.2
Lower Decile	0	0	0	0	0	0	0	47500	49250	52550	56850	60100	62300	63500	63900	63750	63300	62050	58500	2.2
Mean	0	0	0	0	0	0	0	55200	57200	61050	66200	70400	73500	75600	76750	77250	77300	76700	71700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	70350	70850	71900	75300	78600	82300	86400	94900	92000	94000	99100	87150	
Upper Quartile	0	0	0	0	0	0	0	66150	65650	67750	71150	73350	75150	75500	80450	82900	83000	87800	75750	
Median	0	0	0	0	0	0	0	60250	60600	63600	66750	68600	70250	71250	72600	73350	74300	75200	69700	
Lower Quartile	0	0	0	0	0	0	0	56350	56200	58100	62150	63850	65350	66750	67200	68300	67100	68700	64250	
Lower Decile	0	0	0	0	0	0	0	51150	51350	53000	57350	60350	606[illegible]	62650	62150	63250	64250	63400	58500	
Mean	0	0	0	0	0	0	0	61100	61050	63100	66800	69200	71150	72850	75950	76300	77150	79950	71700	
Supporting Data																				
Total Number	0	0	0	0	3	10	16	31	47	217	221	227	222	191	200	184	166	248	1985	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	2	6	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

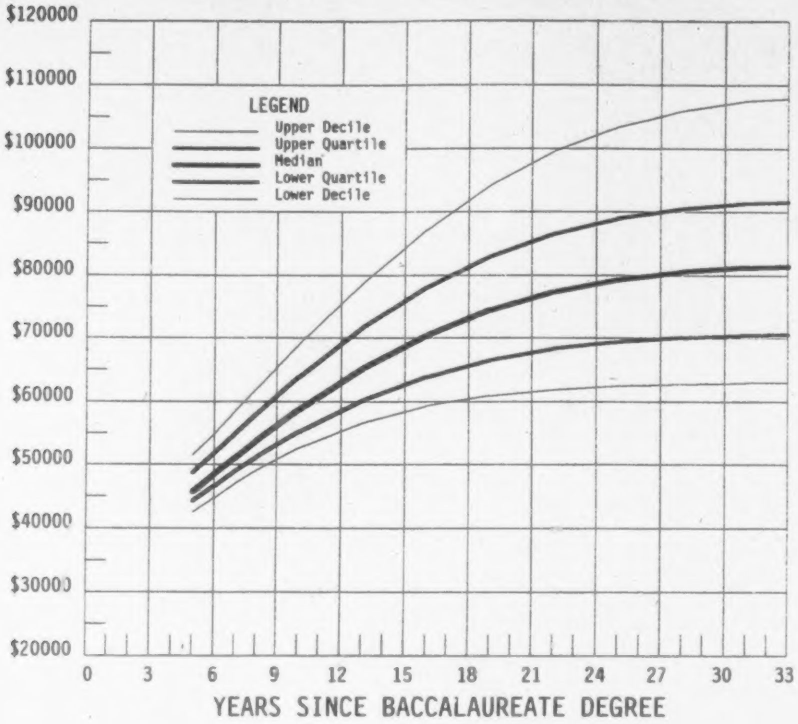
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38350	40650	43050	45500	48100	50700	53400	56150	58900	64350	72200	79100	84600	88500	90900	92100	92450	91800	81300	2.2
Upper Quartile	36200	38250	40400	42600	44850	47150	49500	51850	54150	58750	65150	70550	74650	77450	79000	79650	79650	78800	69400	2.2
Median	34050	35900	37750	39650	41600	43600	45550	47500	49450	53200	58400	62650	65900	68050	69250	69750	69750	69100	58200	2.2
Lower Quartile	32000	33550	35150	36750	38350	40000	41600	43200	44800	47800	51950	55350	57950	59750	60850	61350	61550	61300	46900	2.2
Lower Decile	29500	30850	32200	33550	34950	36300	37650	39000	40300	42800	46150	48850	50950	52400	53250	53700	53850	53700	39600	2.2
Mean	34300	36100	38000	39900	41900	43850	45850	47850	49850	53750	59100	63700	67300	69800	71350	72150	72400	72100	59600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36400	42650	44450	44000	50850	49300	53650	62400	58350	63150	72250	78100	83950	86750	90000	95250	97200	91200	81300	
Upper Quartile	33900	39800	40600	42950	47000	46450	50450	57000	54750	57250	64000	70050	72500	77350	78900	82100	87500	77000	69400	
Median	33100	34350	38200	41300	43500	44050	45400	50350	50250	51250	58000	63400	64250	67500	70100	70900	74850	67700	58200	
Lower Quartile	32300	32500	34500	36150	39050	41600	41700	44850	44350	47400	51100	56600	55700	58800	62500	63250	64550	59950	46900	
Lower Decile	29600	30750	30950	34400	36000	38300	34900	40200	41550	42400	44450	51350	48400	50400	56500	58650	57450	50900	39600	
Mean	33400	36000	38150	40350	43450	44300	45700	50800	50000	52450	58600	64000	65600	69150	72650	73950	77350	70400	59600	
Supporting Data																				
Total Number	575	670	805	946	948	1164	1194	1067	1025	3260	2654	2814	2435	2886	2223	1782	1185	2933	30564	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	9	19	9	14	37	98	
Less Than $22000	5	5	0	5	0	0	2	0	0	0	0	0	5	0	0	0	0	0	23	

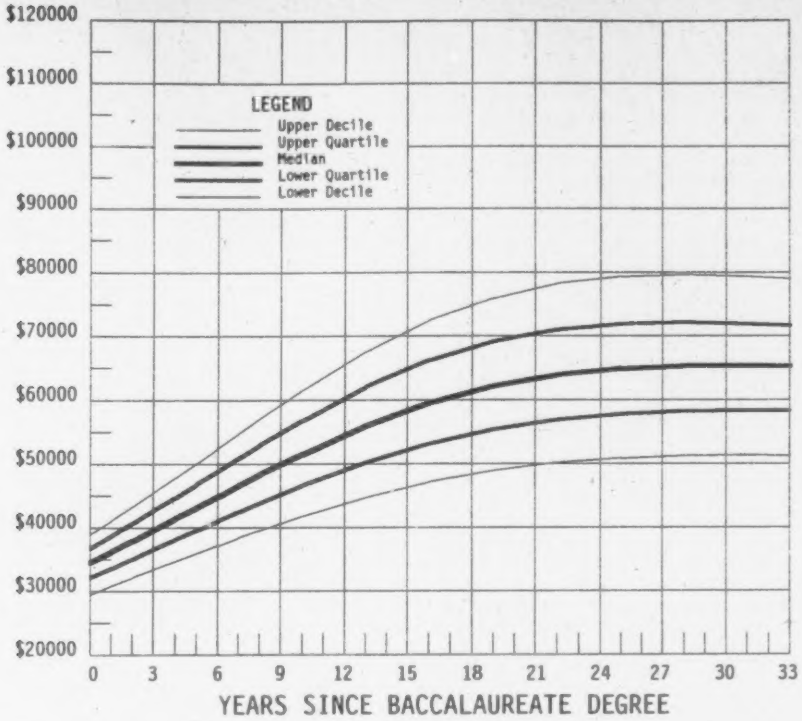
SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51450	54900	58450	61950	68900	78650	87200	94150	99500	103350	105950	107550	108900	96400	3.6
Upper Quartile	0	0	0	0	0	48700	51800	54900	57950	63800	71650	78050	82950	86500	88900	90450	91350	92100	83450	3.8
Median	0	0	0	0	0	45750	48450	51100	53700	58650	65150	70400	74450	77350	79300	80550	81300	81900	71800	3.8
Lower Quartile	0	0	0	0	0	44250	46650	49000	51150	55200	60150	63900	66500	68300	69400	70100	70500	70800	62300	4.0
Lower Decile	0	0	0	0	0	42450	44800	47050	49100	52650	56650	59300	60950	61900	62500	62800	62950	63050	54000	4.6
Mean	0	0	0	0	0	47000	49850	52650	55400	60550	67300	72700	76750	79600	81500	82700	83400	83900	74450	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	47000	52600	66750	63650	72500	82400	83600	94450	99350	100150	107750	105900	113000	96400	
Upper Quartile	0	0	0	0	0	45450	51150	64900	59500	64800	72950	75250	82950	84450	87600	95850	92350	92900	83450	
Median	0	0	0	0	0	43450	45950	52850	58000	61750	65900	70100	73650	77500	77450	82550	84200	80000	71800	
Lower Quartile	0	0	0	0	0	42200	43500	51350	56550	58300	60200	63700	67200	68350	66150	72800	72550	70000	62300	
Lower Decile	0	0	0	0	0	41400	41950	50400	52650	52650	56650	60300	61400	61850	61600	64750	64900	60000	54000	
Mean	0	0	0	0	0	45350	47650	57050	58650	62600	67800	71300	76700	79100	79800	84850	84900	84100	74450	
Supporting Data																				
Total Number	1	5	4	17	7	282	278	182	144	359	699	946	772	1096	993	609	663	821	7879	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	8	9	18	8	12	32	88	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MEDIUM COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38900	41050	43250	45500	47800	50100	52450	54750	57050	61500	67550	72450	76000	78250	79350	79650	79400	78200	71950	2.2
Upper Quartile	36700	38650	40600	42650	44700	46800	48850	50900	52900	56800	62000	66200	69200	71050	71950	72200	71950	70900	63550	2.2
Median	34450	36150	37850	39600	41350	43100	44850	46600	48300	51550	55950	59500	62150	63850	64850	65250	65300	64750	53300	2.2
Lower Quartile	32100	33600	35050	36550	38050	39550	41000	42450	43850	46600	50200	53150	55350	56850	57750	58200	58300	58050	44200	2.2
Lower Decile	29600	30850	32100	33400	34650	35900	37150	38350	39550	41800	44750	47150	48950	50200	50900	51300	51400	51250	37500	2.2
Mean	34550	36250	38000	39750	41550	43300	45050	46800	48500	51800	56250	59850	62550	64350	65400	65800	65850	65400	54450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36350	42550	44300	43900	50250	49350	54050	59950	55550	60900	68100	71300	73600	76700	77800	82550	81250	79250	71950	
Upper Quartile	33900	39700	40600	42900	46950	46750	49900	56200	53150	55150	61500	65950	66400	70350	73400	74100	74450	70950	63550	
Median	33100	34200	38150	41250	43450	44350	44900	48500	48950	50450	54750	60150	60950	61900	66700	66650	66850	64900	53300	
Lower Quartile	32300	32500	34450	36050	39050	41100	40900	43950	43600	47000	48700	54350	52450	55600	59600	61600	58450	57600	44200	
Lower Decile	29600	30750	30950	34350	36000	37200	33650	39300	41300	42050	43200	48450	46500	48750	54150	57150	53800	49050	37500	
Mean	33300	35850	38050	39950	43250	43950	45100	49500	48600	51200	55350	60300	60450	63050	66850	68250	67800	65100	54450	
Supporting Data																				
Total Number	574	664	801	927	941	882	916	884	881	2901	1955	1868	1662	1790	1230	1173	521	2112	22684	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	5	10	
Less Than $22000	5	5	0	5	0	0	2	0	0	0	0	0	5	0	0	0	0	0	23	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38050	40300	42650	45100	47600	50150	52750	55400	58000	63250	70550	76750	81550	84750	86550	87200	87200	86050	78250	2.2
Upper Quartile	36150	38200	40300	42500	44700	46950	49200	51500	53750	58200	64300	69350	73150	75650	77000	77450	77350	76350	67850	2.2
Median	34000	35800	37700	39600	41500	43450	45400	47350	49300	53000	58000	62150	65200	67150	68200	68550	68450	67650	56950	2.2
Lower Quartile	31900	33450	35000	36650	38250	39850	41500	43100	44650	47650	51750	55050	57600	59300	60250	60700	60800	60450	45950	2.2
Lower Decile	29400	30750	32100	33450	34800	36150	37500	38800	40100	42550	45800	48500	50500	51850	52700	53100	53200	53000	38850	2.2
Mean	34100	35950	37800	39700	41650	43600	45550	47500	49450	53200	58400	62700	66000	68250	69550	70150	70300	69750	58050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36100	42450	43000	43900	48850	48700	53350	62700	58100	61750	71350	76350	78850	81600	87500	91700	93800	84750	78250	
Upper Quartile	33850	39600	40200	42950	46450	46300	50400	57450	54850	55850	63350	69500	69900	75600	78000	80050	85900	74150	67850	
Median	33050	34050	37950	41400	43100	44100	45550	51050	50400	50750	57300	63250	63400	65900	69750	69100	73800	66650	56950	
Lower Quartile	32300	32500	33850	36050	38900	41750	41800	45250	44300	47250	50500	56450	54700	58000	63200	62900	63650	59100	45950	
Lower Decile	29550	30700	30800	34400	35350	38200	34400	40500	41600	42200	43850	51500	47700	49750	55750	58550	57150	50300	38850	
Mean	33200	35750	37500	40300	42650	44000	45650	51200	49900	51600	57800	63500	63850	67000	71600	72250	75500	68100	58050	
Supporting Data																				
Total Number	563	648	693	850	757	1005	1050	916	820	2663	2107	2296	1850	2326	1618	1392	950	2470	24976	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	6	4	7	6	4	17	46	
Less Than $22000	5	5	0	5	0	0	2	0	0	0	0	0	0	0	0	0	0	0	18	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51450	54900	58400	61800	68450	77400	84750	90450	94600	97400	99200	[illegible]	101100	92400	3.8
Upper Quartile	0	0	0	0	0	48650	51700	54750	57700	63350	70750	76650	81050	84200	86250	87550	88300	88850	81400	4.0
Median	0	0	0	0	0	45600	48250	50900	53450	58300	64750	69900	73800	76600	78500	79700	80450	81000	70550	3.8
Lower Quartile	0	0	0	0	0	44300	46750	49050	51300	55300	60150	63700	66150	67750	68750	69400	69700	69950	61300	4.0
Lower Decile	0	0	0	0	0	42500	44900	47150	49200	52700	56600	59150	60700	61600	62150	62450	62550	62650	51350	4.6
Mean	0	0	0	0	0	46900	49700	52450	55150	60150	66600	71600	75300	77850	79500	80550	81150	81550	72100	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46700	52450	66800	60900	71600	82400	83050	93050	91800	94800	102900	98250	102700	92400	
Upper Quartile	0	0	0	0	0	45250	51050	65000	59250	63850	72100	74450	80150	80700	85550	95600	90900	87700	81400	
Median	0	0	0	0	0	43400	45850	52750	57900	61850	64850	70150	72850	76600	76900	81900	83450	78100	70550	
Lower Quartile	0	0	0	0	0	42200	43400	51300	56550	59300	59900	64150	67400	66550	67850	72000	70700	67800	61300	
Lower Decile	0	0	0	0	0	41500	41950	50400	52600	53300	56450	60450	61250	61350	61800	64400	64100	59100	51350	
Mean	0	0	0	0	0	44950	47350	57000	57850	62250	67250	71100	75650	76250	78150	83800	82750	80450	72100	
Supporting Data																				
Total Number	0	2	2	13	3	267	269	175	127	280	522	711	464	778	678	441	523	597	5851	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	6	4	7	6	4	14	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40650	42800	45050	47250	49500	51750	54000	56200	60450	66150	70700	73950	75950	76850	76950	76650	75350	70900	2.2
Upper Quartile	36600	38550	40500	42500	44550	46600	48600	50650	52600	56450	61550	65650	68550	70400	71250	71500	71250	70250	63100	2.2
Median	34350	36050	37750	39500	41250	43000	44750	46500	48200	51400	55750	59300	61900	63600	64500	64900	64850	64300	52650	2.2
Lower Quartile	32000	33450	34900	36400	37850	39350	40800	42250	43650	46300	49900	52800	55000	56500	57400	57850	57950	57750	43750	2.2
Lower Decile	29400	30700	31950	33250	34500	35800	37000	38250	39450	41700	44650	47050	48850	50050	50750	51100	51200	51000	36800	2.2
Mean	34350	36050	37750	39500	41250	43000	44750	46450	48150	51350	55700	59250	61850	63600	64600	65000	65000	64550	53750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36100	42450	43000	43800	48750	48950	53900	60050	55400	58900	66500	70200	70950	75600	77800	79850	75900	75600	70900	
Upper Quartile	33850	39600	40200	42900	46400	46650	49900	56750	53200	54150	61200	65750	66000	69950	73000	72200	74000	70400	63100	
Median	33050	34000	37950	41350	43050	44500	45200	49000	48950	50000	54250	60200	61000	61350	66950	66000	66450	64500	52650	
Lower Quartile	32300	32500	33800	36000	38900	41200	41000	44200	43500	46650	47650	54500	52150	54600	60900	61450	58050	57150	43750	
Lower Decile	29550	30700	30800	34350	35350	36800	33550	39450	41350	41900	42850	48900	46450	48600	53950	57200	54050	48800	36800	
Mean	33200	35700	37500	39950	42450	43700	45050	49850	48450	50300	54650	60100	59900	62350	66900	66900	66650	64200	53750	
Supporting Data																				
Total Number	563	646	692	837	754	738	781	741	693	2384	1585	1585	1386	1548	940	951	428	1872	19124	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	5	5	0	5	0	0	2	0	0	0	0	0	0	0	0	0	0	0	18	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44850	47500	50250	53100	56000	59000	62050	68300	77600	86350	94000	100100	104550	107500	109250	110550	91400	2.2
Upper Quartile	0	0	41700	44050	46400	48850	51350	53850	56400	61500	68850	75450	80850	84950	87700	89350	90150	90350	76700	2.2
Median	0	0	38100	40100	42100	44150	46200	48200	50250	54150	59700	64600	68700	72050	74650	76550	77850	79300	62400	3.0
Lower Quartile	0	0	35600	37250	38950	40600	42250	43900	45500	48550	52750	56350	59300	61650	63450	64750	65600	66450	51500	3.2
Lower Decile	0	0	32900	34350	35800	37250	38650	40050	41400	44050	47600	50650	53200	55200	56700	57800	58500	59250	42700	3.2
Mean	0	0	39100	41050	43050	45050	47150	49200	51300	55450	61450	66850	71450	75100	77750	79550	80700	81750	65850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49000	46750	55200	56500	55550	58250	59150	70300	76650	82750	91400	105150	102000	101600	113550	116600	91400	
Upper Quartile	0	0	45600	43550	53800	48500	51000	51550	53600	63050	68000	73950	80900	88300	82250	86200	95000	95100	76700	
Median	0	0	40850	39150	45250	43200	44550	46800	49550	54400	59700	64000	68650	74550	71100	80300	82350	77600	62400	
Lower Quartile	0	0	36650	36400	39800	40300	40800	43050	44500	48500	53600	57150	59200	63050	60950	66050	67150	65750	51500	
Lower Decile	0	0	33200	34250	37450	38450	36500	38500	41000	44300	48000	50550	52050	55800	57200	58600	61250	57400	42700	
Mean	0	0	42000	40450	46550	45450	46050	47900	50150	56150	61350	65950	70500	77500	74800	79300	84600	82950	65850	
Supporting Data																				
Total Number	12	21	109	92	186	150	142	140	189	549	500	495	544	505	555	325	184	400	5097	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	12	3	6	19	44	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70150	81050	91150	99900	107050	112550	116500	119150	121800	108650	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63800	72700	80600	87200	92350	96150	98850	100600	102300	90300	3.2
Median	0	0	0	0	0	0	0	0	0	58850	65850	71800	76550	80200	82850	84600	85750	86800	76750	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54750	59950	64050	67100	69300	70750	71700	72300	72750	65300	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	51950	56500	59750	62000	63450	64350	64900	65200	65400	60300	4.2
Mean	0	0	0	0	0	0	0	0	0	60100	67600	74050	79250	83200	86100	88050	89350	90600	80550	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74750	83000	86900	95350	112650	115450	113750	115900	123300	108650	
Upper Quartile	0	0	0	0	0	0	0	0	0	67050	75000	77350	85500	94950	94050	96350	98700	108250	90300	
Median	0	0	0	0	0	0	0	0	0	60450	67450	69550	75600	83500	78950	85000	86100	89750	76750	
Lower Quartile	0	0	0	0	0	0	0	0	0	56300	61100	62850	66600	72750	63250	73550	79400	75400	65300	
Lower Decile	0	0	0	0	0	0	0	0	0	51150	57250	60100	61400	65050	61300	64400	67500	66850	60300	
Mean	0	0	0	0	0	0	0	0	0	62700	69350	71700	77800	85750	83400	86400	90300	94200	80550	
Supporting Data																				
Total Number	1	3	3	3	2	14	9	7	13	76	159	229	294	289	280	137	119	207	1844	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	12	2	3	17	39	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45050	47650	50250	52900	55600	58250	60950	66150	73250	79000	83100	85550	86550	86600	86000	84100	77800	2.2
Upper Quartile	0	0	42300	44400	46500	48650	50800	52900	55000	59100	64700	69350	72900	75300	76700	77300	77400	76850	65650	2.2
Median	0	0	38650	40350	42050	43750	45450	47100	48750	51950	56300	59950	62800	64850	66150	66950	67300	67350	55350	2.2
Lower Quartile	0	0	35850	37300	38750	40200	41600	43000	44400	47000	50550	53350	55850	57550	58700	59350	59700	59850	46600	2.2
Lower Decile	0	0	33200	34450	35700	36950	38200	39400	40550	42800	45850	48350	50350	51750	52750	53300	53650	53800	40100	2.2
Mean	0	0	39400	41150	42950	44700	46500	48300	50050	53400	58050	61950	65000	67200	68650	69450	69800	69850	57500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48450	46100	55150	53000	54900	56400	57250	69950	71250	79250	82300	86650	76350	85000	100950	92450	77800	
Upper Quartile	0	0	45300	43000	53750	47650	50250	50150	52700	61700	63200	67750	70350	73500	73850	82900	82500	78350	65650	
Median	0	0	40600	38950	45100	43050	43950	46450	49050	52950	56550	59150	59800	63150	63250	76700	65750	67450	55350	
Lower Quartile	0	0	36550	36300	39750	40400	40300	42750	44100	47800	51150	53300	53400	56950	57900	62350	61200	59650	46600	
Lower Decile	0	0	33100	34150	37450	38400	36350	38250	40600	43750	46050	47100	47000	50550	55250	56800	56450	51700	40100	
Mean	0	0	41300	39600	46350	44950	45450	47350	49000	55100	57650	61000	61950	66450	66000	74100	74000	70900	57500	
Supporting Data																				
Total Number	11	18	106	89	184	136	133	133	177	473	342	266	250	216	274	188	65	193	3253	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	5	

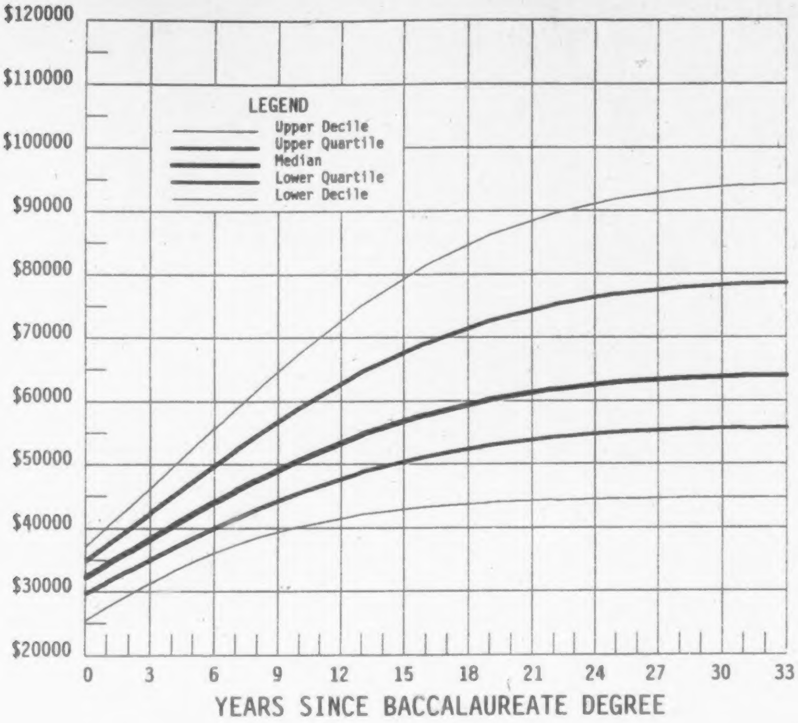
1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59100	62900	70700	82300	92700	100800	106000	108450	108750	107750	104100	99700	2.2
Upper Quartile	0	0	0	0	0	0	0	55000	58300	64950	74500	82600	88450	91850	93000	92600	91300	87800	85500	2.2
Median	0	0	0	0	0	0	0	50500	53200	58600	66200	72650	77450	80450	81800	82000	81450	79400	74700	2.2
Lower Quartile	0	0	0	0	0	0	0	45700	47850	52100	58100	63200	67150	69800	71350	72000	72000	71200	61100	2.2
Lower Decile	0	0	0	0	0	0	0	41800	43650	47100	51450	54500	56100	56550	56100	55150	54050	51700	52400	2.2
Mean	0	0	0	0	0	0	0	50950	53700	59200	67000	73750	78800	82000	83600	83900	83450	81500	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	66000	63100	71400	79350	84600	107800	108500	98800	108750	122800	99700	99700	
Upper Quartile	0	0	0	0	0	0	0	62800	61150	64950	71900	82200	89500	88800	91200	91800	98900	86350	85500	
Median	0	0	0	0	0	0	0	54100	53650	58050	65150	72950	78750	81050	79500	81400	83850	79050	74700	
Lower Quartile	0	0	0	0	0	0	0	42950	45550	52350	58150	60650	71650	68950	73300	71850	72750	69450	61100	
Lower Decile	0	0	0	0	0	0	0	40000	42500	45000	52950	56900	53850	62850	62800	61100	35900	62200	52400	
Mean	0	0	0	0	0	0	0	53450	53100	60300	66000	70650	79700	82750	81700	83200	86450	81000	75400	
Supporting Data																				
Total Number	0	0	3	2	5	9	2	10	16	48	47	24	41	56	50	64	51	63	491	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	4	1	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MEDIUM COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	58550	61900	68650	78200	86200	91950	95250	96350	95950	94750	91300	88600	2.2
Upper Quartile	0	0	0	0	0	0	0	54950	58150	64500	73250	80250	84750	86800	86850	85600	83750	79650	78500	2.2
Median	0	0	0	0	0	0	0	49250	51600	56250	62700	68100	72150	74750	76050	76350	76100	74750	66500	2.2
Lower Quartile	0	0	0	0	0	0	0	44600	46350	49750	54400	58200	61050	62950	64000	64400	64400	63800	56950	2.2
Lower Decile	0	0	0	0	0	0	0	40750	42150	44850	48200	50700	52300	53050	53200	52950	52450	51300	46150	2.2
Mean	0	0	0	0	0	0	0	50100	52550	57400	64100	69600	73500	75800	76750	76650	76050	74100	68300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	66000	62700	68300	79100	84600	94100	89000	98300	91150	91700	96650	88600	
Upper Quartile	0	0	0	0	0	0	0	62800	55250	64150	75050	79600	87300	83300	80600	81800	85500	82350	78500	
Median	0	0	0	0	0	0	0	54100	48150	57550	61450	63800	77250	73150	76700	72950	75100	77000	66500	
Lower Quartile	0	0	0	0	0	0	0	42950	43800	51400	55350	60650	56100	65250	67200	62350	62350	65550	56950	
Lower Decile	0	0	0	0	0	0	0	40000	42100	44750	51800	56250	43700	59350	64700	58300	35100	61350	46150	
Mean	0	0	0	0	0	0	0	53450	50400	58000	64300	68250	74600	74850	79150	74400	71250	77600	68300	
Supporting Data																				
Total Number	0	0	3	2	3	8	2	10	12	44	29	17	27	26	16	34	29	46	307	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

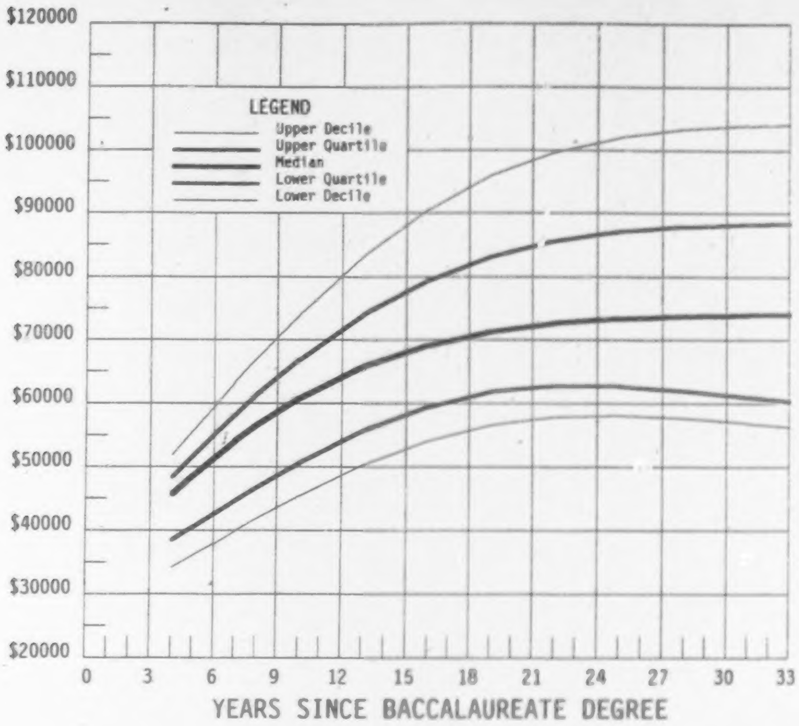
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37200	40200	43200	46300	49450	52600	55700	58800	61800	67550	75200	81450	86200	89600	91900	93300	94100	94650	76850	4.2
Upper Quartile	34900	37350	39850	42350	44850	47350	49800	52200	54550	58900	64600	69150	72650	75150	76850	77900	78500	78950	63500	4.0
Median	32350	34350	36350	38350	40300	42200	44050	45800	47550	50700	54700	57850	60200	61850	62950	63600	63950	64200	52350	4.2
Lower Quartile	29700	31500	33300	35050	36750	38400	40000	41500	42950	45550	48750	51200	52950	54200	55000	55450	55700	55900	41500	4.2
Lower Decile	25500	27550	29500	31350	33100	34650	36050	37300	38450	40250	42150	43300	43950	44350	44550	44650	44650	44700	33800	5.6
Mean	31950	34150	36350	38550	40750	42900	45050	47100	49100	52800	57600	61400	64250	66300	67600	68450	68900	69200	54900	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	37750	44550	47750	46000	52600	51650	59800	66400	68050	74650	81800	77450	141250	89400	80150	93100	95750	76850	
Upper Quartile	35150	34850	41450	42400	43650	48300	43700	52500	63150	59300	65400	67400	66550	76650	82750	73100	80200	82200	63500	
Median	33150	31450	37950	37100	39850	40600	38850	44250	53450	51450	57650	61300	60150	57550	59900	65850	65850	61600	52350	
Lower Quartile	30200	30050	34850	34450	35100	38450	32900	41800	48700	46300	51000	53300	51300	51200	50000	60550	55500	56300	41500	
Lower Decile	26400	25050	28050	31150	33200	33300	31350	37400	44950	39250	47500	50450	47850	44100	44650	53900	49000	28800	33800	
Mean	32300	32050	37850	38500	39700	43150	39800	47850	54900	52500	58800	63050	61150	72000	68400	67200	69200	65950	54900	
Supporting Data																				
Total Number	901	324	614	757	520	839	605	783	565	2894	2280	788	1317	985	1211	1152	495	1060	18088	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	1	7	146	63	2	4	11	237	
Less Than $22000	60	0	0	0	0	0	0	0	2	59	0	0	0	0	0	0	0	0	121	

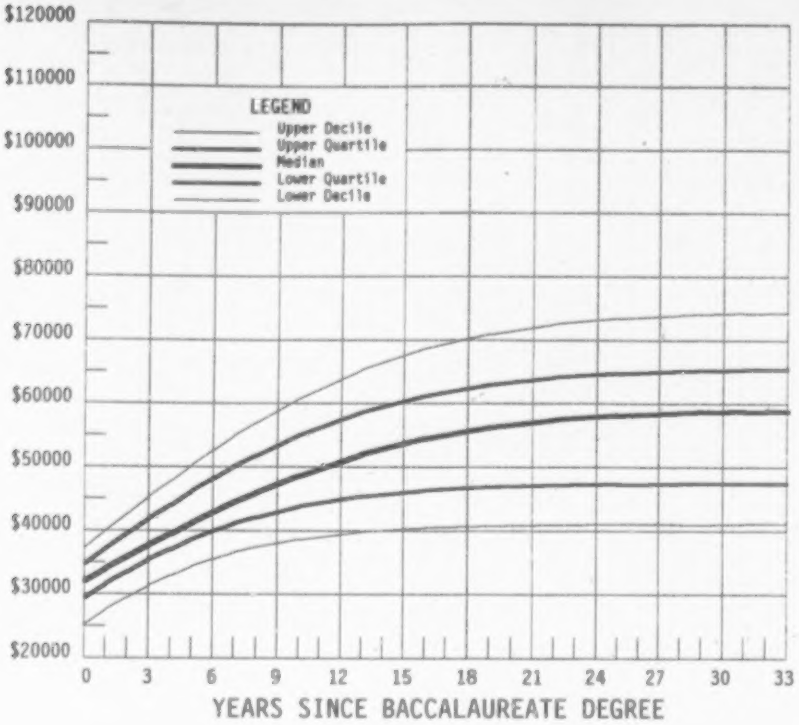
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51900	55700	59500	63300	67000	74000	83200	90550	95950	99650	102000	103350	104000	104450	89500	4.6
Upper Quartile	0	0	0	0	48400	51750	55050	58200	61250	66900	74000	79350	83100	85600	87100	87900	88300	88550	78000	4.8
Median	0	0	0	0	45650	48600	51400	54050	56500	60800	65750	69150	71300	72650	73400	73800	74000	74100	64450	5.0
Lower Quartile	0	0	0	0	38450	40500	42600	44650	46700	50600	55700	59450	61800	62750	62700	62000	61000	58700	56500	2.2
Lower Decile	0	0	0	0	34150	36050	37950	39850	41750	45400	50300	54100	56600	57850	58100	57650	56900	55000	44950	2.2
Mean	0	0	0	0	42700	45350	48150	50950	53750	59300	67000	73200	77300	79350	79700	78850	77500	74300	69000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46800	63450	58150	66750	56250	76750	82000	84750	85500	161050	113950	82650	94500	111200	89500	
Upper Quartile	0	0	0	0	46000	62600	52600	64750	55000	67850	67000	81500	76700	140100	86950	76450	91800	88700	78000	
Median	0	0	0	0	44550	61150	51600	57600	53300	60350	63100	67300	67050	80750	80050	67550	67550	80500	64450	
Lower Quartile	0	0	0	0	39950	54600	50650	43400	51550	46950	59450	63200	62450	65450	57650	65050	58300	59950	56500	
Lower Decile	0	0	0	0	38800	46250	50050	41950	50500	40400	52350	60750	60700	58250	53350	62550	48200	57550	44950	
Mean	0	0	0	0	43550	58000	52750	55250	54100	58300	64950	72450	71400	99950	78800	71700	74150	80950	69000	
Supporting Data																				
Total Number	6	4	85	107	155	85	75	196	141	1080	556	302	448	407	698	669	239	488	5741	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	1	7	146	62	2	4	11	236	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37300	39950	42600	45250	47800	50250	52600	54850	56950	60750	65350	68700	71000	72550	73500	74000	74300	74450	65200	4.6
Upper Quartile	34700	37100	39500	41800	44000	46150	48150	50050	51800	54950	58600	61200	62950	64100	64800	65200	65350	65500	55950	4.6
Median	32000	33900	35800	37650	39450	41200	42850	44450	45900	48600	51950	54450	56200	57350	58100	58500	58750	58850	48550	4.6
Lower Quartile	29350	31500	33500	35400	37050	38600	39950	41100	42100	43750	45400	46350	46900	47200	47350	47400	47450	47450	37900	5.8
Lower Decile	25300	27500	29500	31300	32950	34350	35550	36550	37400	38650	39850	40450	40800	40950	41050	41050	41100	41100	32200	5.4
Mean	31650	33850	36000	38050	40050	41950	43750	45400	46900	49600	52700	54850	56300	57200	57750	58000	58150	58250	48300	4.8
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	37400	44850	48050	43650	50700	46750	52650	66750	58050	73550	67200	67100	69400	67800	70700	80800	79250	65200	
Upper Quartile	35150	34800	39900	43950	42150	46300	40600	51100	64550	52950	63450	61750	60900	55650	61100	66200	73700	69300	55950	
Median	33150	31450	36900	36000	36500	40200	38200	43500	53800	50500	55050	56850	53500	53500	54900	59450	59150	57150	48550	
Lower Quartile	30200	30050	34500	34150	34300	38250	32650	41300	47800	45800	49750	51450	49300	46100	44800	54350	55450	31850	37900	
Lower Decile	26400	25050	27750	31000	32700	33150	31200	37050	43650	38550	46750	48850	47150	31350	39750	51500	53600	25400	32200	
Mean	32300	31950	36950	38150	38050	41500	37950	45350	55150	49100	56850	57200	55850	52300	54300	60950	64600	53200	48300	
Supporting Data																				
Total Number	895	320	529	650	365	754	530	586	424	1815	1724	486	869	578	513	483	256	572	12347	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	60	0	0	0	0	0	0	0	2	59	0	0	0	0	0	0	0	0	121	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37200	39800	42500	45250	48000	50750	53550	56300	59000	64200	71250	77200	81900	85450	88000	89700	90750	91650	72850	3.6
Upper Quartile	34950	36950	39000	41050	43150	45250	47350	49400	51450	55350	60800	65450	69300	72350	74650	76250	77350	78450	60650	3.2
Median	32450	34250	36050	37850	39600	41350	43050	44700	46250	49200	53000	56050	58400	60100	61250	62000	62400	62700	50250	4.0
Lower Quartile	29500	31350	33200	34900	36550	38050	39450	40750	41900	43950	46150	47700	48650	49250	49600	49750	49850	49900	39350	5.0
Lower Decile	25400	27550	29550	31350	33000	34400	35650	36700	37600	39000	40250	41000	41350	41550	41650	41700	41700	41700	32550	6.2
Mean	31800	33800	35800	37850	39850	41800	43750	45650	47450	50900	55400	59100	61900	63950	65400	66350	66900	67300	52150	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	37500	35900	42800	44750	45700	60200	51100	59750	66350	62750	68100	67500	76650	113550	89600	80850	92950	99650	72850	
Upper Quartile	35100	34600	40750	39900	43400	47050	41000	52300	63450	54550	60800	63700	65500	66200	83250	74300	77100	83550	60650	
Median	33100	31300	38200	36600	39450	40650	38450	43750	53500	49600	54300	60000	57150	55200	60200	65750	66750	58950	50250	
Lower Quartile	30150	29500	34600	34000	34950	38600	32700	41650	48750	43150	49600	52300	51350	47150	53800	60500	57400	33100	39350	
Lower Decile	26350	25000	27450	30900	33150	33650	31250	37350	45050	37650	46700	50350	47600	31550	46300	52400	48450	25700	32550	
Mean	32200	31500	37000	37100	39350	43400	38800	47550	54950	49800	55800	59600	59950	63400	71550	66800	69550	62300	52150	
Supporting Data																				
Total Number	883	302	444	572	473	560	544	703	507	1943	1632	561	972	655	731	737	369	697	13284	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	6	62	58	1	3	3	134	
Less Than $22000	60	0	0	0	0	0	0	0	2	59	0	0	0	0	0	0	0	0	121	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	50950	54550	58200	61850	65400	72300	81650	89400	95350	99650	102550	104300	105300	106000	87350	4.2
Upper Quartile	0	0	0	0	47150	50150	53150	56050	58900	64250	71250	76850	81100	84050	86050	87250	87900	88350	76150	4.2
Median	0	0	0	0	43050	45300	47500	49600	51650	55400	60200	63900	66600	68500	69800	70600	71050	71450	62800	3.8
Lower Quartile	0	0	0	0	38400	40300	42150	43950	45650	48800	52800	55950	58300	59950	61050	61800	62200	62600	51450	3.6
Lower Decile	0	0	0	0	34850	36750	38600	40350	42050	45150	48950	51850	53900	55300	56200	56800	57100	57300	42600	4.0
Mean	0	0	0	0	43200	45900	48500	51100	53550	58150	64100	68700	72050	74400	75950	76850	77400	77750	66200	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46650	63450	52750	66750	55750	75250	82600	77150	80600	155800	125850	82250	93950	116200	87350	
Upper Quartile	0	0	0	0	45850	62600	52250	64900	54800	62850	67400	67000	77700	127050	84750	77350	91500	101050	76150	
Median	0	0	0	0	44500	61250	51450	57800	53150	49500	62100	64350	69900	67050	70300	67300	66650	86100	62800	
Lower Quartile	0	0	0	0	39850	55300	50650	43250	51450	43350	57000	61800	62650	59700	56600	64600	49600	81350	51450	
Lower Decile	0	0	0	0	38750	46200	50150	41850	50450	38450	51450	60300	60500	57400	49800	61800	48000	70750	42600	
Mean	0	0	0	0	43300	58200	51800	55250	53450	54250	64250	66750	72550	88550	76600	71000	71700	90050	66200	
Supporting Data																				
Total Number	6	4	83	100	148	82	62	183	133	687	362	174	247	238	566	487	203	254	4019	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	6	62	58	1	3	3	134	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36350	38750	41150	43450	45750	47950	50050	52000	53900	57250	61400	64400	66550	68000	68900	69450	69700	69900	61700	4.4
Upper Quartile	34150	36350	38550	40700	42750	44750	46600	48350	50000	52900	56350	58850	60550	61650	62350	62750	62950	63050	53600	4.6
Median	31850	33750	35550	37350	39100	40700	42250	43700	45050	47500	50350	52450	53900	54850	55400	55750	55900	56000	46350	4.6
Lower Quartile	28900	30900	32800	34550	36150	37550	38800	39900	40850	42400	43950	44850	45350	45650	45800	45900	45900	45950	36000	5.6
Lower Decile	25150	27300	29350	31150	32750	34150	35300	36300	37100	38300	39350	39900	40150	40250	40350	40350	40350	40400	31200	6.0
Mean	31300	33350	35400	37300	39200	40950	42550	44050	45450	47850	50600	52500	53750	54550	55000	55250	55400	55450	46050	4.8
Raw (Unsmoothed) Statistics																				
Upper Decile	37450	35850	40550	45100	43300	48000	43700	52350	66750	55750	66200	63850	66100	61500	74450	67650	78250	65550	61700	
Upper Quartile	35100	34550	39300	38400	41800	45000	40150	50850	64800	52250	58150	61050	60550	54850	61050	65250	74450	58650	53600	
Median	33100	31300	37150	35650	35900	40100	36750	43200	55300	49600	52400	56550	53950	49100	46650	54750	68800	51800	46350	
Lower Quartile	30100	29500	32750	31850	34150	38350	32450	41200	47850	43050	48700	51300	50200	44550	45300	52100	57950	28950	36000	
Lower Decile	26350	25000	27200	30750	32650	33400	31100	37000	43450	37400	45400	49800	46850	31000	44500	50750	56350	25050	31200	
Mean	32200	31450	35750	36500	37550	40850	37100	44850	55500	47300	53400	56350	55650	49050	54150	58500	66950	46450	46050	
Supporting Data																				
Total Number	877	298	361	471	326	478	481	520	374	1256	1270	387	725	417	164	250	165	443	9264	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	60	0	0	0	0	0	0	0	2	59	0	0	0	0	0	0	0	0	121	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43600	46500	49500	52550	55700	58850	62000	68200	76600	83050	87100	88850	88750	87500	85700	81800	80750	2.2
Upper Quartile	0	0	41200	43850	46550	49350	52150	54950	57700	62900	69550	74150	76500	76900	75850	74050	72050	68150	69700	2.2
Median	0	0	36600	38750	41000	43250	45500	47750	50000	54250	59900	64100	66700	67850	67800	67050	65950	63500	59850	2.2
Lower Quartile	0	0	34200	36150	38150	40150	42100	44050	45950	49450	53700	56550	57850	57900	57100	55850	54500	51850	49100	2.2
Lower Decile	0	0	30900	32700	34500	36350	38200	39950	41700	45000	49050	51850	53250	53450	52900	51850	50700	48350	39300	2.2
Mean	0	0	37200	39550	41950	44400	46850	49350	51800	56450	62550	67000	69450	70250	69700	68450	66900	63700	60050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46350	43600	48350	52100	56500	59800	65350	71450	75050	84500	80700	92500	88000	75600	89400	92200	80750	
Upper Quartile	0	0	45100	41100	45600	50700	51000	54500	56000	63500	72700	82350	67250	82150	69500	72600	70750	75400	69700	
Median	0	0	35850	35400	42550	40400	46650	50550	52350	55700	62550	72850	62850	73050	59050	67650	55400	72700	59850	
Lower Quartile	0	0	34900	34600	38400	38050	41850	44400	47300	51350	60000	59500	49800	64950	45200	64250	54150	58500	49100	
Lower Decile	0	0	34350	34150	35050	32900	37700	41150	44350	47850	53750	53150	48100	52500	39600	61400	53400	56900	39300	
Mean	0	0	39500	37850	42050	42550	46800	49750	53550	58700	64350	71350	63650	73550	61200	69400	63750	71500	60050	
Supporting Data																				
Total Number	16	19	167	100	42	277	53	70	52	783	483	196	323	138	443	312	101	333	3908	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	0	0	6	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74550	84650	91750	95200	95300	93150	89900	86450	80050	87400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64750	72450	77950	81000	81650	80700	78800	76600	72200	79800	2.2
Median	0	0	0	0	0	0	0	0	0	61600	68600	73000	74550	73850	71650	68900	66150	61200	67350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	57700	64750	69350	71150	70550	68550	65850	63150	58250	61350	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	52350	59600	64650	67100	67100	65450	63050	60550	55850	57150	2.2
Mean	0	0	0	0	0	0	0	0	0	62350	70550	76350	79250	79500	77900	75400	72750	67650	71150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	82300	81000	84950	85700	99700	98250	78400	102700	86750	87400	
Upper Quartile	0	0	0	0	0	0	0	0	0	71050	64700	83650	67950	87500	88850	74500	93600	74500	79800	
Median	0	0	0	0	0	0	0	0	0	63750	62650	81400	64650	79100	86600	67850	79200	59700	67350	
Lower Quartile	0	0	0	0	0	0	0	0	0	60300	61200	73700	62200	72450	76000	65900	73250	57850	61350	
Lower Decile	0	0	0	0	0	0	0	0	0	54550	60350	65000	60850	62600	64900	64700	66400	56750	57150	
Mean	0	0	0	0	0	0	0	0	0	66550	66400	79350	69150	80850	84950	72150	83550	69350	71150	
Supporting Data																				
Total Number	0	0	0	6	5	3	7	12	7	327	131	116	195	73	107	168	24	219	1401	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	0	0	6	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44050	47200	50200	53000	55600	57950	60050	63600	67450	69850	71300	72100	72500	72700	72800	72800	72950	5.8
Upper Quartile	0	0	41350	44250	47000	49550	51850	53950	55850	58950	62200	64250	65450	66100	66450	66650	66700	66700	62050	5.8
Median	0	0	36350	38250	40200	42150	44100	46050	47900	51450	56000	59350	61400	62300	62300	61750	60950	59050	52900	2.2
Lower Quartile	0	0	34100	35800	37500	39200	40800	42400	43950	46750	50100	52350	53450	53650	53150	52350	51400	49500	44450	2.2
Lower Decile	0	0	31300	33500	35550	37450	39150	40700	42050	44250	46550	47950	48700	49150	49350	49450	49450	49500	35900	6.2
Mean	0	0	37050	39100	41150	43250	45300	47300	49250	52900	57450	60650	62350	62800	62350	61350	60200	57800	53850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46350	43300	46700	52100	52650	60100	62000	62400	74950	73550	75400	79750	63750	71550	61650	93450	72950	
Upper Quartile	0	0	45100	37250	44650	50700	49500	54000	55100	55900	73200	67450	59650	72950	60700	70100	55750	78650	62050	
Median	0	0	35850	35300	42050	40350	45550	49300	51550	52550	62500	57700	49200	67100	56800	65050	54800	74450	52900	
Lower Quartile	0	0	34900	34550	37700	38000	41100	43400	46650	48800	55550	53250	48100	56550	41000	61800	53850	72600	44450	
Lower Decile	0	0	34350	34100	34350	32900	37450	38950	44200	47000	53200	46300	47400	46950	39200	60400	53250	60900	35900	
Mean	0	0	39500	36950	41350	42500	45450	48900	52000	53050	63600	59650	55250	65300	53600	66200	57600	75600	53850	
Supporting Data																				
Total Number	16	19	167	94	37	274	46	59	45	456	353	80	128	65	335	144	77	114	2508	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	59950	81700	101000	113600	119800	122200	122950	123150	123200	126100	8.4
Upper Quartile	0	0	0	0	0	0	0	0	0	58550	77100	88950	94300	96200	95700	96800	96850	96850	78750	10.4
Median	0	0	0	0	0	0	0	0	0	53650	69350	74900	76250	76450	76500	76500	76500	76500	59950	15.0
Lower Quartile	0	0	0	0	0	0	0	0	0	52500	58850	60700	61100	61200	61200	61200	61200	61200	53750	15.0
Lower Decile	0	0	0	0	0	0	0	0	0	51750	56600	58000	58300	58350	58400	58400	58400	58400	49650	15.0
Mean	0	0	0	0	0	0	0	0	0	55800	70600	79250	82900	84150	84450	84550	84550	84550	73150	10.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	60300	79250	106400	108300	163550	[illegible]	86400	106700	117950	126100	
Upper Quartile	0	0	0	0	0	0	0	0	0	58350	78100	78400	85200	146350	107050	59700	94950	95600	78750	
Median	0	0	0	0	0	0	0	0	0	52800	76200	70750	77200	80400	90100	58450	84300	86400	59950	
Lower Quartile	0	0	0	0	0	0	0	0	0	51350	66050	59250	63100	54750	71150	57250	70300	80150	53750	
Lower Decile	0	0	0	0	0	0	0	0	0	50450	64450	52400	54650	53700	64800	56500	61800	67600	49650	
Mean	0	0	0	0	0	0	0	0	0	55500	72100	72850	76850	100050	92350	63450	85800	90050	73150	
Supporting Data																				
Total Number	2	3	3	85	4	2	6	9	6	169	165	31	22	192	37	102	25	30	896	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	84	3	1	2	2	92	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	58950	74400	93700	115400	136550	153900	165700	172200	176050	157300	4.8
Upper Quartile	0	0	0	0	0	0	0	0	0	57950	73300	90850	108250	122650	132600	138250	140850	142100	130800	5.4
Median	0	0	0	0	0	0	0	0	0	56950	70600	85450	99300	110250	117500	121500	123350	124250	78850	5.4
Lower Quartile	0	0	0	0	0	0	0	0	0	56050	68700	81650	93200	101950	107550	110650	112050	112700	64600	5.4
Lower Decile	0	0	0	0	0	0	0	0	0	56050	66200	74950	81500	85750	88150	89300	89800	90000	57800	5.8
Mean	0	0	0	0	0	0	0	0	0	57750	71050	85600	99750	111550	120000	125050	127600	128950	95200	5.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	60550	67700	117550	0	169250	137500	111400	137100	131250	157300	
Upper Quartile	0	0	0	0	0	0	0	0	0	59350	67050	106300	0	160650	116200	98200	97950	99300	130800	
Median	0	0	0	0	0	0	0	0	0	58200	66000	78200	0	146350	97700	91100	89050	89500	78850	
Lower Quartile	0	0	0	0	0	0	0	0	0	57050	64900	73500	0	132000	90300	85150	82900	83300	64600	
Lower Decile	0	0	0	0	0	0	0	0	0	56350	64250	70550	0	103800	76400	63500	81000	71950	57800	
Mean	0	0	0	0	0	0	0	0	0	59050	65750	88000	0	142600	103400	90300	96500	96550	95200	
Supporting Data																				
Total Number	0	0	2	0	2	0	6	1	2	66	63	12	6	96	24	14	12	16	321	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	84	3	0	2	2	91	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64400	70350	74000	75200	74500	72650	70250	67900	63550	78950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	57850	62800	65850	67100	66800	65600	63900	62100	58800	71700	2.2
Median	0	0	0	0	0	0	0	0	0	56500	61500	64400	65300	64550	62850	60750	58700	54950	55950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55750	60500	62650	62700	61450	59600	57700	56100	53800	51400	2.6
Lower Decile	0	0	0	0	0	0	0	0	0	53050	57700	59500	59100	57550	55600	53800	52350	50450	48650	2.8
Mean	0	0	0	0	0	0	0	0	0	56900	62500	65900	67100	66450	64700	62500	60300	56250	60850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	60250	79550	78500	80600	72400	84900	59800	94900	106250	78950	
Upper Quartile	0	0	0	0	0	0	0	0	0	52600	78850	72250	78500	55600	81750	59200	89400	92600	71700	
Median	0	0	0	0	0	0	0	0	0	51700	77650	62400	73850	54750	69700	58100	71750	82300	55950	
Lower Quartile	0	0	0	0	0	0	0	0	0	50800	76450	55700	61000	53850	63700	57050	62750	74800	51400	
Lower Decile	0	0	0	0	0	0	0	0	0	50250	67750	50200	47900	53350	55550	56400	60400	49700	48650	
Mean	0	0	0	0	0	0	0	0	0	53250	76050	63700	69550	57550	72550	59250	76100	82900	60850	
Supporting Data																				
Total Number	2	3	1	85	3	2	2	8	4	103	102	19	17	96	13	89	13	14	575	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION AND METROPOLITAN AREA

REGIONAL CLASSIFICATION:

- **New England:**
  - Connecticut
  - Maine
  - Massachusetts
  - New Hampshire
  - Rhode Island
  - Vermont

- **Middle Atlantic:**
  - New Jersey
  - New York
  - Pennsylvania

- **East North Central:**
  - Illinois
  - Indiana
  - Michigan
  - Ohio
  - Wisconsin

- **West North Central:**
  - Iowa
  - Kansas
  - Minnesota
  - Missouri
  - Nebraska
  - North Dakota
  - South Dakota

- **South Atlantic:**
  - Delaware
  - District of Columbia
  - Florida
  - Georgia
  - Maryland
  - North Carolina
  - South Carolina
  - Virginia
  - West Virginia

- **East South Central:**
  - Alabama
  - Kentucky
  - Mississippi
  - Tennessee

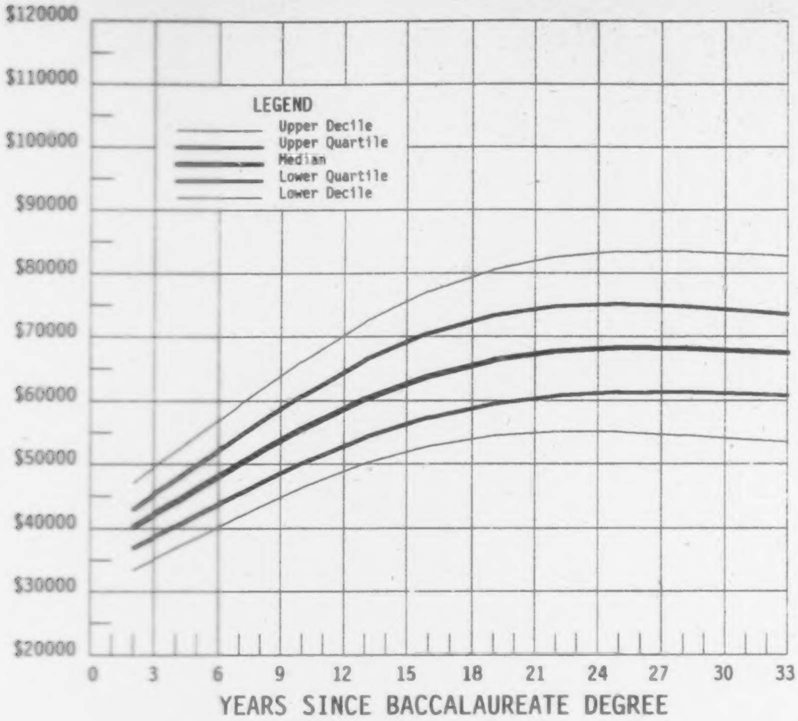
- **West South Central:**
  - Arkansas
  - Louisiana
  - Oklahoma
  - Texas

- **Mountain:**
  - Arizona
  - Colorado
  - Idaho
  - Montana
  - Nevada
  - New Mexico
  - Utah
  - Wyoming

- **Pacific:**
  - Alaska
  - California
  - Hawaii
  - Oregon
  - Washington

- **Metropolitan Areas:**
  - Chicago, IL
  - New York, NY
  - San Francisco Bay Area, CA
  - Southern California
  - Washington, DC

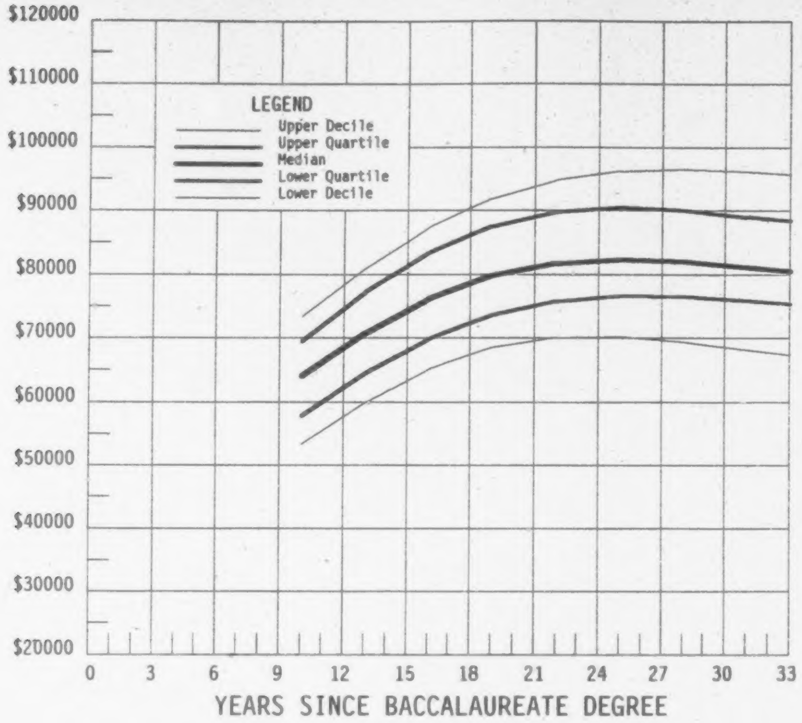
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47150	49550	52000	54450	56850	59300	61650	66200	72300	77150	80550	82550	83450	83500	83100	81650	76950	2.2
Upper Quartile	0	0	43000	45250	47550	49850	52100	54400	56600	60800	66350	70550	73350	74800	75150	74800	74050	72200	68900	2.2
Median	0	0	40200	42150	44150	46150	48100	50050	51950	55550	60250	63850	66350	67700	68250	68150	67700	66400	60750	2.2
Lower Quartile	0	0	36900	38600	40350	42050	43750	45400	47050	50150	54150	57300	59500	60750	61300	61350	61100	60150	52150	2.2
Lower Decile	0	0	33500	35150	36850	38550	40200	41850	43400	46350	50100	52800	54450	55100	55050	54550	53850	52300	45700	2.2
Mean	0	0	40400	42350	44350	46350	48350	50300	52200	55850	60650	64400	67000	68450	69050	69000	68600	67350	61150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49450	48300	52400	52900	55800	63300	62000	65450	72450	79400	77300	79300	85200	84650	90800	80100	76950	
Upper Quartile	0	0	43200	44000	47350	49450	53150	58700	56850	59950	67550	70350	69500	73900	74850	75050	80150	71950	68900	
Median	0	0	38550	41950	43450	46100	49600	53950	53400	54100	60650	64050	64400	67050	68000	67800	70850	66700	60750	
Lower Quartile	0	0	35400	38600	40550	42450	46850	47800	49750	49450	53700	56850	57850	59000	61800	62400	61650	61100	52150	
Lower Decile	0	0	31900	35100	36600	38950	41400	44050	45450	47050	49500	53000	50550	53200	54250	57100	56000	52950	45700	
Mean	0	0	40200	41600	44150	46200	49550	53450	53500	55100	60950	64500	64600	68950	69300	69950	71300	67500	61150	
Supporting Data																				
Total Number	166	173	228	351	282	658	674	1015	894	3002	2535	2378	1686	2218	1684	1536	858	2050	22389	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	1	5	0	10	0	0	3	22	
Less Than $22000	0	0	0	5	0	0	0	0	2	0	0	0	5	0	0	0	0	0	23	

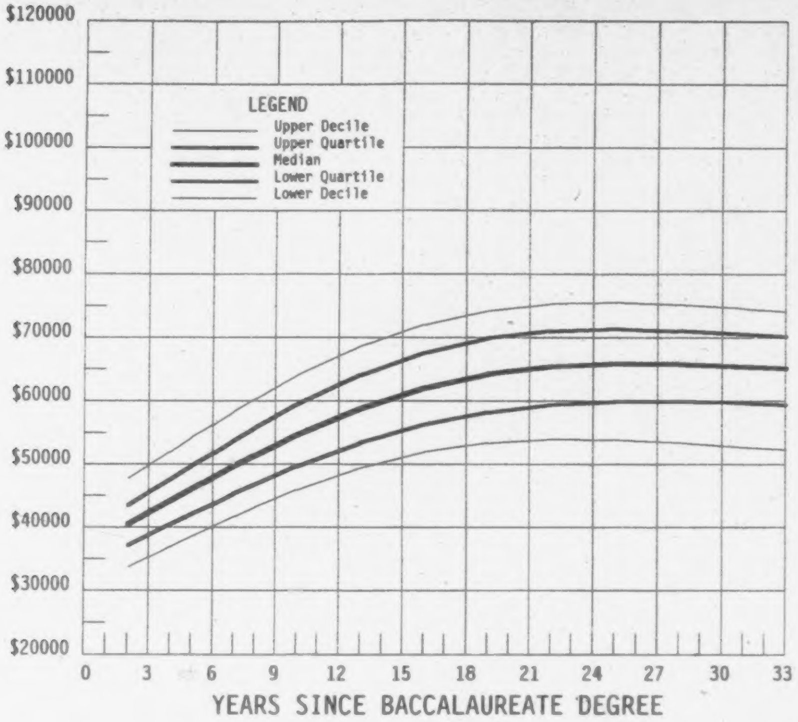
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73300	80950	87300	91900	94800	96250	96550	96200	94550	93400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	69500	77200	83350	87550	89800	90500	90050	89050	86400	84600	2.2
Median	0	0	0	0	0	0	0	0	0	63950	70750	76100	79800	81750	82350	82050	81200	78900	78200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	57850	64450	69800	73600	75800	76650	76550	75950	74000	69650	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53300	59900	65100	68500	70100	70250	69450	68200	65300	63150	2.2
Mean	0	0	0	0	0	0	0	0	0	64150	71300	77050	81050	83250	84050	83800	83000	80700	78400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67500	0	76550	84300	85150	93300	88950	96200	98850	94600	99650	93400	
Upper Quartile	0	0	0	0	0	0	0	66650	0	73000	81000	82800	85350	81650	89200	95400	91900	89400	84600	
Median	0	0	0	0	0	0	0	65250	0	66550	70600	76450	75500	77950	84150	83700	84100	79300	78200	
Lower Quartile	0	0	0	0	0	0	0	62700	0	60750	63250	70650	69350	72600	76350	77650	80000	75150	69650	
Lower Decile	0	0	0	0	0	0	0	54650	0	52550	60750	66100	64700	68550	68300	69750	68750	68400	63150	
Mean	0	0	0	0	0	0	0	63400	0	66550	72300	77050	78750	78250	84950	85150	84550	83200	78400	
Supporting Data																				
Total Number	6	0	2	4	1	10	12	82	27	169	386	465	289	517	354	316	263	274	3175	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	1	5	0	10	0	0	3	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN NEW ENGLAND STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47700	49850	52000	54150	56250	58250	60250	63950	68600	72050	74250	75300	75550	75200	74600	73000	71500	2.2
Upper Quartile	0	0	43400	45500	47550	49650	51700	53700	55650	59350	64050	67600	69900	71100	71400	71100	70550	69000	66000	2.2
Median	0	0	40500	42350	44200	46050	47850	49650	51350	54600	58800	62000	64200	65400	65850	65800	65450	64350	58500	2.2
Lower Quartile	0	0	37150	38800	40450	42050	43650	45250	46750	49650	53350	56250	58200	59400	59850	59900	59650	58800	51000	2.2
Lower Decile	0	0	33650	35250	36900	38500	40100	41650	43150	45950	49450	51950	53400	54000	53900	53450	52750	51250	44650	2.2
Mean	0	0	40700	42550	44400	46200	48000	49750	51450	54650	58750	61900	63950	65100	65450	65350	64950	63800	58300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49100	48250	52350	52850	55700	61200	61400	63800	70250	71350	71150	74100	75200	75300	75250	74300	71500	
Upper Quartile	0	0	43050	44000	47350	49400	53050	57750	56400	59150	64500	66700	67100	69850	71100	71050	72750	70250	66000	
Median	0	0	38500	41900	43450	46050	49550	53300	53300	53700	58750	61750	62850	63850	65950	65850	66150	65500	58500	
Lower Quartile	0	0	35350	38600	40550	42400	46850	47350	49600	49250	52850	55450	56150	57600	60200	61200	58550	60350	51000	
Lower Decile	0	0	31850	35100	36600	38900	41400	43600	45350	46950	48350	51650	49800	52050	53400	55850	52950	52500	44650	
Mean	0	0	39900	41600	44100	46150	49450	52550	53200	54400	58900	61450	61650	63500	65150	66000	65450	65100	58300	
Supporting Data																				
Total Number	160	173	227	347	282	647	682	933	867	2833	2150	1913	1397	1702	1330	1220	594	1776	19214	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	5	0	0	0	0	2	0	0	0	5	0	0	0	0	0	23	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42400	44500	46600	48750	50950	53100	55300	57450	59550	63600	69050	73550	76950	79250	80550	81150	81300	80800	75250	2.2
Upper Quartile	38450	40450	42450	44500	46600	48650	50750	52800	54800	58650	63800	67900	70850	72700	73650	73850	73700	72700	67650	2.2
Median	36050	37850	39700	41550	43400	45250	47150	48950	50750	54150	58700	62350	64950	66550	67350	67600	67450	66650	59250	2.2
Lower Quartile	33050	34650	36300	38000	39650	41350	43000	44650	46250	49250	53250	56400	58600	59950	60600	60700	60550	59700	50950	2.2
Lower Decile	29800	31400	33000	34600	36250	37900	39500	41050	42600	45500	49200	51900	53650	54450	54600	54250	53700	52350	44500	2.2
Mean	36100	37950	39750	41650	43500	45400	47250	49100	50900	54350	58950	62600	65250	66850	67700	67900	67750	66900	59650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46750	48150	47150	50650	51050	55000	63200	58500	61600	70850	75000	71100	78550	83750	83700	91150	77500	75250	
Upper Quartile	0	40700	41850	43650	45950	48400	52350	58500	55100	56850	63900	67600	67300	73450	74550	74450	80750	71200	67650	
Median	0	36350	38250	41750	42950	45250	49200	53450	52450	52250	58550	62300	63100	66500	67750	67250	72100	66200	59250	
Lower Quartile	0	32150	34950	38400	40200	42150	46400	47050	48900	48750	52350	55600	56500	58550	61250	62100	59900	60800	50950	
Lower Decile	0	29700	31000	35100	36400	38450	41350	43600	44150	46550	47450	51950	49850	52850	53750	57350	55000	52900	44500	
Mean	0	36950	39300	41250	43350	45300	48900	52950	52000	53100	59100	62500	62500	66100	68250	69350	71300	66350	59650	
Supporting Data																				
Total Number	154	166	190	293	212	522	528	791	626	2107	1674	1584	1164	166[illegible]	1147	1176	604	1724	16330	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0	0	0	2	8	
Less Than $22000	0	5	0	5	0	0	0	0	2	0	0	0	0	0	0	0	0	0	18	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72350	79150	84650	88700	91200	92500	92850	92650	91350	91800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	68850	75900	81450	85350	87550	88350	88150	87450	85400	83400	2.2
Median	0	0	0	0	0	0	0	0	0	63150	69350	74300	77900	80050	81050	81200	80850	79400	77100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	57700	63950	69150	73000	75450	76650	76950	76650	75350	69000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	56250	61200	64450	66400	67550	68150	68500	68600	68700	62500	5.2
Mean	0	0	0	0	0	0	0	0	0	63300	69800	75050	78800	81050	82050	82150	81700	80050	76850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67500	0	75700	83600	83900	87700	83050	92450	98750	94450	94000	91800	
Upper Quartile	0	0	0	0	0	0	0	66750	0	73100	80500	81200	78000	79600	88400	96200	92300	85750	83400	
Median	0	0	0	0	0	0	0	65500	0	65900	69650	73300	70450	77550	84800	83150	84700	78300	77100	
Lower Quartile	0	0	0	0	0	0	0	64300	0	57700	62600	69650	68250	71800	80850	77500	81100	74900	69000	
Lower Decile	0	0	0	0	0	0	0	54600	0	50900	60500	65550	62100	68600	70050	69150	69600	67150	62500	
Mean	0	0	0	0	0	0	0	63850	0	65550	70550	74750	74950	76400	83750	84800	85450	80200	76850	
Supporting Data																				
Total Number	4	0	0	4	1	9	4	73	17	82	259	248	162	370	194	215	184	179	2005	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0	0	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42950	44900	46850	48800	50750	52700	54600	56500	58300	61700	66150	69650	72150	73700	74450	74700	74550	73800	70900	2.2
Upper Quartile	38850	40750	42650	44600	46550	48500	50400	52300	54150	57650	62250	65900	68450	70000	70700	70850	70650	69700	65050	2.2
Median	36450	38150	39900	41600	43350	45100	46800	48450	50100	53200	57300	60550	62850	64350	65100	65400	65300	64700	57100	2.2
Lower Quartile	33250	34850	36450	38100	39700	41300	42900	44450	46000	48850	52650	55600	57650	58900	59500	59650	59450	58700	50050	2.2
Lower Decile	29950	31500	33050	34650	36250	37800	39400	40900	42400	45150	48700	51300	52900	[illegible]	53750	53450	52900	51600	43650	2.2
Mean	36500	38250	39950	41700	43450	45200	46900	48600	50250	53300	57350	60500	62750	64150	[illegible]	64950	64800	64050	57250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41400	46750	48150	47000	50500	50950	54950	60400	57900	60600	68800	68850	68650	74050	75300	75300	75200	73750	70900	
Upper Quartile	36350	40700	41850	43600	45950	48350	52350	57300	54950	56250	62450	65550	66000	69650	71300	70850	73150	69950	65050	
Median	34500	36350	38250	41700	42950	45200	49150	52400	52350	52050	56000	60550	62050	63050	66100	65600	65750	65300	57100	
Lower Quartile	29800	32150	34950	38400	40200	42100	46400	46550	48850	48650	51600	54850	54650	57400	59650	61200	57800	60300	50050	
Lower Decile	26900	29700	31000	35150	36400	38450	41350	43100	44050	46400	46650	50950	49300	51900	53200	56450	52700	52550	43650	
Mean	34200	36950	39300	41200	43300	45250	48850	51850	51750	52600	57000	60250	60500	63200	65050	65900	65100	64750	57250	
Supporting Data																				
Total Number	150	166	190	290	212	513	525	717	608	2025	1415	1336	1001	1298	952	962	419	1545	14325	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	5	5	0	5	0	0	0	0	2	0	0	0	0	0	0	0	0	0	18	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	50900	53500	56150	58750	61400	64050	69100	76000	81600	85700	88250	89500	89800	89500	88100	79700	2.2
Upper Quartile	0	0	0	47400	49900	52350	54800	57250	59600	64000	69600	73550	75800	76550	76200	75200	73950	71200	70000	2.2
Median	0	0	0	44850	46950	49050	51150	53200	55150	58800	63350	66550	68350	69000	68800	68050	67050	64950	62600	2.2
Lower Quartile	0	0	0	40550	42500	44450	46350	48200	50000	53300	57450	60400	62050	62600	62400	61700	60800	58850	55050	2.2
Lower Decile	0	0	0	36150	38000	39850	41700	43450	45200	48350	52200	54700	55900	56000	55400	54350	53200	50900	49100	2.2
Mean	0	0	0	44300	46450	48600	50750	52850	54900	58800	63750	67400	69700	70750	70850	70350	69500	67600	63550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	49750	54500	55800	59750	62550	64600	69200	75750	82900	85650	85800	88050	87300	85100	96350	79700	
Upper Quartile	0	0	0	47050	51100	53200	55550	58900	60900	64400	68850	74900	74300	73500	74050	75100	75050	75700	70000	
Median	0	0	0	43700	47150	50150	51950	55000	56650	59550	62950	66450	66550	66750	67100	68100	68500	68900	62600	
Lower Quartile	0	0	0	39500	41550	46150	47800	51100	52000	54100	57150	59850	58750	59550	61650	62550	63700	62200	55050	
Lower Decile	0	0	0	34900	37000	40600	42350	46750	47900	48550	52400	53950	53000	53100	55500	54100	58050	52550	49100	
Mean	0	0	0	43200	46400	49650	51650	54700	56600	59200	63650	67500	67350	67900	70100	69950	70550	71850	63550	
Supporting Data																				
Total Number	12	8	37	56	67	135	139	209	254	826	761	675	396	441	435	280	186	257	5172	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	0	0	7	0	0	2	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74400	83350	91200	97400	101750	104350	105600	105900	105000	94850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	69600	78250	85200	90000	92600	93300	92750	91500	88300	86300	2.2
Median	0	0	0	0	0	0	0	0	0	65650	73650	79750	83500	84950	84600	83250	81450	77500	79150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	58950	66400	72050	75300	76350	75700	74100	72150	68150	70250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53750	60650	66000	69300	70550	70250	69000	67350	63900	63650	2.2
Mean	0	0	0	0	0	0	0	0	0	64950	73000	79450	83800	86000	86400	85650	84350	81100	79950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	77450	88150	87650	95300	98250	112050	99800	95250	115850	94850	
Upper Quartile	0	0	0	0	0	0	0	0	0	72550	82350	83850	88950	88800	91350	89800	86450	99150	86300	
Median	0	0	0	0	0	0	0	0	0	66650	76400	81000	82300	81000	80000	84500	78600	84800	79150	
Lower Quartile	0	0	0	0	0	0	0	0	0	61900	66300	73900	75050	72550	70250	75400	71550	74250	70250	
Lower Decile	0	0	0	0	0	0	0	0	0	57250	61550	66050	69500	66900	65900	69850	67100	69600	63650	
Mean	0	0	0	0	0	0	0	0	0	67100	75850	79000	83000	81900	84800	84850	80400	88800	79950	
Supporting Data																				
Total Number	3	0	0	0	0	2	5	9	10	83	118	198	99	119	123	72	60	78	978	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	0	0	7	0	0	2	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	51750	54100	56350	58550	60700	62750	66450	70900	73850	75300	75550	75000	73900	72700	70250	71200	2.2
Upper Quartile	0	0	0	48100	50350	52550	54750	56850	58850	62500	66950	69800	71200	71400	70750	69650	68400	65850	66400	2.2
Median	0	0	0	45200	47200	49150	51050	52900	54700	57900	61800	64400	65750	66100	65700	64900	63900	61900	60300	2.2
Lower Quartile	0	0	0	40900	42750	44550	46350	48100	49750	52750	56350	58750	59950	60150	59650	58800	57800	55800	53600	2.2
Lower Decile	0	0	0	36300	38100	39900	41650	43350	44950	47900	51450	53600	54550	54450	53700	52600	51400	49100	47850	2.2
Mean	0	0	0	44750	46750	48700	50650	52500	54250	57500	61350	63950	65200	65450	65000	64100	63100	60950	59700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	49750	54500	55650	59350	62500	63750	67600	71300	72600	73100	72450	74000	74250	74100	74500	71200	
Upper Quartile	0	0	0	47050	51100	53100	55500	58700	60500	63550	66800	68400	68850	68800	69350	70150	69950	70400	66400	
Median	0	0	0	43700	47150	50100	52000	54750	56500	58800	61600	63050	63150	63850	64700	65700	65950	65550	60300	
Lower Quartile	0	0	0	39500	41550	46150	47850	50900	51800	53600	56150	57050	56450	56800	59950	60200	61150	58700	53600	
Lower Decile	0	0	0	34900	37000	40600	42000	46450	47750	48050	51700	52750	50850	51500	53650	52750	56700	51200	47850	
Mean	0	0	0	43200	46400	49500	51500	54500	56100	58300	61400	62750	62200	62700	64300	64800	65850	64400	59700	
Supporting Data																				
Total Number	9	8	37	56	67	134	133	200	244	743	642	477	297	321	312	208	126	179	4193	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	5	

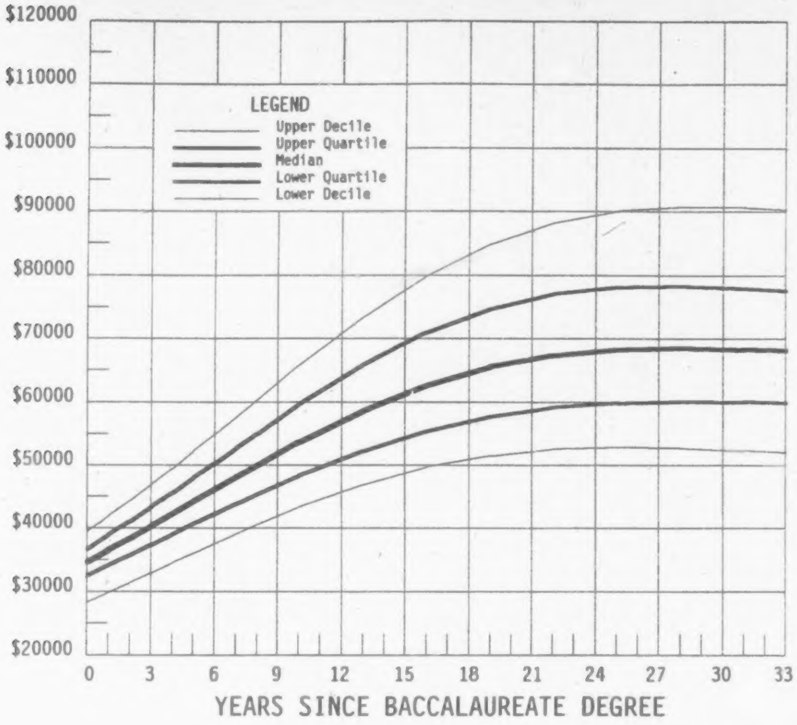
1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	65300	68100	73500	80800	86600	90700	93100	94100	94100	93500	91600	89800	2.2
Upper Quartile	0	0	0	0	0	0	0	60200	62700	67550	74050	79100	82550	84450	85100	84900	84200	82250	79700	2.2
Median	0	0	0	0	0	0	0	57150	59450	63750	69100	72950	75150	75950	75700	74800	73600	71050	71950	2.2
Lower Quartile	0	0	0	0	0	0	0	51350	53850	58600	64700	68950	71150	71600	70750	69200	67500	64000	67100	2.2
Lower Decile	0	0	0	0	0	0	0	52200	54500	57850	60700	62050	62700	62950	63100	63150	63150	63150	62100	6.4
Mean	0	0	0	0	0	0	0	56400	58900	63750	70000	74650	77500	78650	78500	77600	76350	73500	74050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	73550	74350	75300	79850	86950	88750	91400	93000	93200	93350	96300	89800	
Upper Quartile	0	0	0	0	0	0	0	68000	70450	71700	74600	77850	79850	81000	82900	85550	85400	87850	79700	
Median	0	0	0	0	0	0	0	64450	66000	67600	70350	72000	72550	72650	74000	75300	72750	77150	71950	
Lower Quartile	0	0	0	0	0	0	0	51450	60400	63850	66300	67750	68550	68250	69050	70100	66000	69800	67100	
Lower Decile	0	0	0	0	0	0	0	44050	54000	60000	61050	64100	64650	64800	64550	65250	51050	63500	62100	
Mean	0	0	0	0	0	0	0	60350	65050	67300	70600	74100	75000	75650	78200	78300	73350	79650	74050	
Supporting Data																				
Total Number	0	0	2	2	4	1	7	16	15	69	100	118	126	109	102	80	67	69	887	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW ENGLAND STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	66300	68400	72300	77250	81000	83450	84750	85200	85050	84600	83200	81000	2.2
Upper Quartile	0	0	0	0	0	0	0	61150	63400	67450	72450	75850	77600	78000	77500	76400	75150	72500	74400	2.2
Median	0	0	0	0	0	0	0	57750	59950	63950	68750	71900	73400	73550	72750	71450	70050	67200	70150	2.2
Lower Quartile	0	0	0	0	0	0	0	51700	54150	58800	64550	68400	70150	70200	69050	67300	65400	61800	65850	2.2
Lower Decile	0	0	0	0	0	0	0	47350	50150	55350	61450	64500	64600	62500	59400	56050	53000	47950	61050	2.2
Mean	0	0	0	0	0	0	0	56950	59250	63550	68800	72350	74100	74400	73650	72350	70850	67900	70450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	73550	74350	75200	78950	82000	81100	81400	77000	82500	85450	95900	81000	
Upper Quartile	0	0	0	0	0	0	0	68000	70450	71250	74100	74850	75000	74200	74000	75200	74150	81700	74400	
Median	0	0	0	0	0	0	0	64450	66000	67150	70150	70650	70850	70400	70500	71650	68950	73700	70150	
Lower Quartile	0	0	0	0	0	0	0	51450	60400	63450	66050	66800	67750	66900	66700	68200	64100	67650	65850	
Lower Decile	0	0	0	0	0	0	0	44050	54000	59200	60550	63350	64350	64250	62600	63300	35550	62300	61050	
Mean	0	0	0	0	0	0	0	60350	65050	66800	70100	71650	71950	71700	70600	72400	67250	76500	70450	
Supporting Data																				
Total Number	0	0	0	2	4	1	4	16	15	65	92	99	98	82	66	51	48	53	695	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

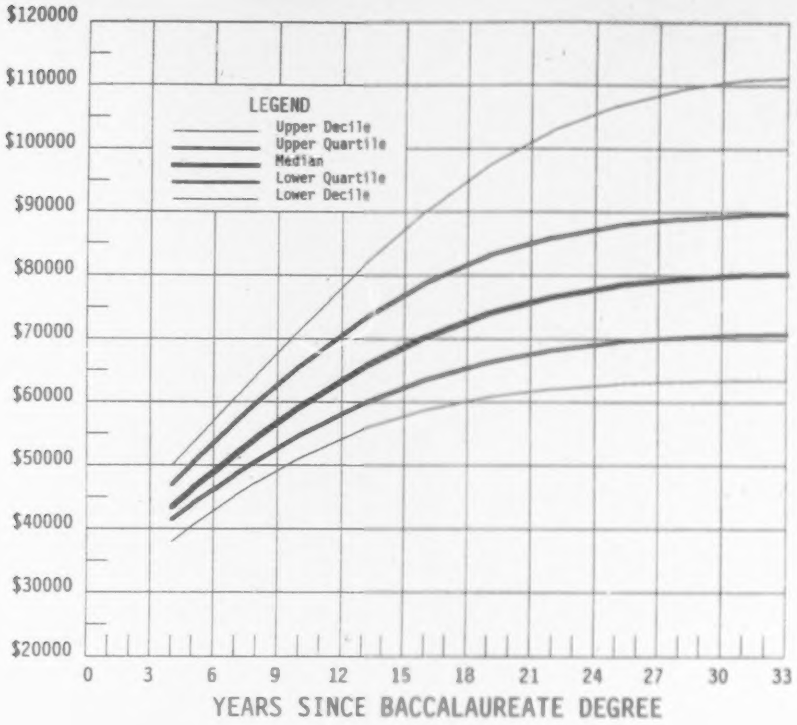
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41900	44350	46900	49500	52200	54900	57600	60350	65750	73400	79850	84850	88200	90050	90750	90700	89550	79350	2.2
Upper Quartile	36700	38850	41050	43300	45600	47950	50300	52650	55000	59600	65850	71000	74700	77000	78100	78300	77950	76550	68300	2.2
Median	34600	36450	38300	40250	42200	44150	46100	48050	49950	53650	58600	62600	65550	67350	68300	68550	68350	67450	57600	2.2
Lower Quartile	32500	34100	35700	37300	38950	40600	42200	43800	45350	48300	52250	55400	57700	59150	59900	60100	60050	59400	47500	2.2
Lower Decile	28400	29900	31400	32950	34500	36000	37550	39050	40550	43300	46900	49700	51550	52550	52850	52750	52350	51250	40100	2.2
Mean	34500	36400	38350	40300	42350	44400	46450	48500	50500	54450	59750	64150	67350	69450	70500	70850	70700	69750	59250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38200	43550	45250	46850	50800	51750	54450	61350	59900	66150	74200	78400	82100	85100	88250	94500	96650	89600	79350	
Upper Quartile	34800	40650	41650	43450	46550	47400	50800	56050	55550	59750	66050	69700	71200	75250	77500	80300	85400	75850	68300	
Median	33200	36050	39250	41450	42500	44700	45700	50350	51700	52800	58650	62450	63200	66600	68000	69350	72300	67150	57600	
Lower Quartile	32100	32700	36600	37300	38750	42000	41500	44900	47200	48100	52100	55350	55150	58150	60650	62600	61300	58800	47500	
Lower Decile	27350	30050	31100	34350	34900	38950	34000	41500	42700	43150	45700	50450	49150	50150	54450	56600	55300	49700	40100	
Mean	33400	36750	39100	40900	42850	45100	45850	50750	51750	53950	59650	63650	65100	68350	70550	72650	75000	68950	59250	
Supporting Data																				
Total Number	1101	1007	1366	1565	1666	1787	1809	1895	2164	6683	5230	4827	3869	4444	4037	3151	2205	4271	53078	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	1	[illegible]	13	16	13	20	43	115	
Less Than $22000	59	0	0	0	0	0	2	0	2	59	0	1	0	0	0	0	0	0	122	

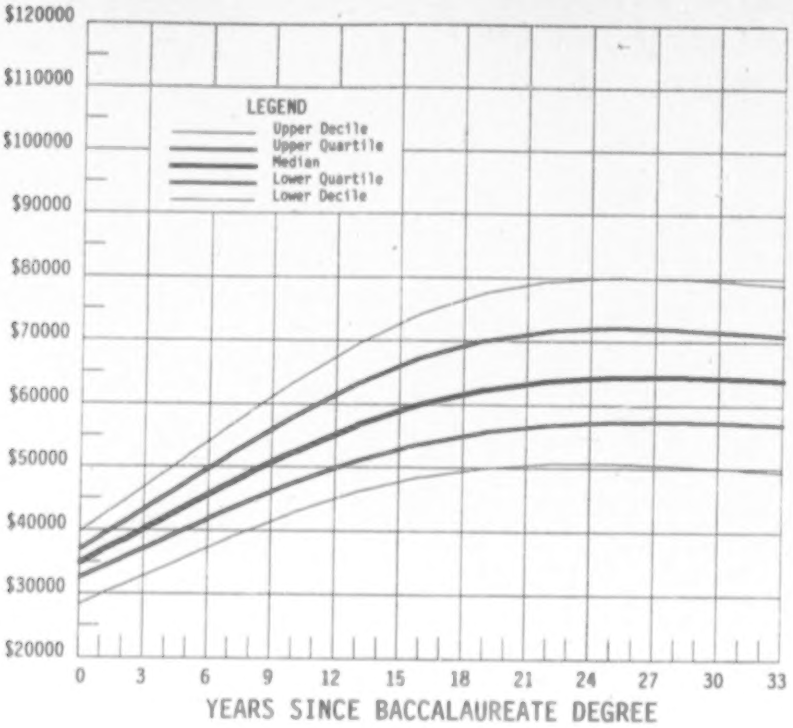
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	49900	53400	57000	60600	64200	71350	81400	90200	97350	102850	106750	109350	110900	112150	97450	3.8
Upper Quartile	0	0	0	0	46950	50250	53500	56700	59800	65600	73050	78850	83050	85950	87850	88950	89550	90000	82250	4.2
Median	0	0	0	0	43450	46250	48950	51650	54250	59100	65400	70400	74050	76650	78350	79450	80050	80500	71000	4.0
Lower Quartile	0	0	0	0	41450	43850	46200	48450	50650	54650	59700	63600	66350	68300	69550	70300	70750	71050	61450	4.0
Lower Decile	0	0	0	0	37900	40450	42850	45200	47350	51150	55650	58750	60800	62100	62850	63250	63450	63550	51150	4.8
Mean	0	0	0	0	44200	47150	50050	52900	55650	60850	67600	72850	76750	79500	81250	82350	82900	83300	73200	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49900	48200	52850	66700	63000	73300	84250	87000	104150	105900	104900	106800	108150	110700	97450	
Upper Quartile	0	0	0	0	45150	45700	51250	64400	58500	68200	75000	77150	82800	84350	86350	89150	92900	89800	82250	
Median	0	0	0	0	40600	43600	46050	52750	55150	61700	66250	70150	73400	76950	76650	78200	84150	79150	71000	
Lower Quartile	0	0	0	0	39300	42250	43500	50900	52000	55300	60750	63450	67000	68550	66900	68950	72950	71950	61450	
Lower Decile	0	0	0	0	38500	41450	41900	48300	50100	48000	56500	60050	60400	61850	61450	64500	65300	62500	51150	
Mean	0	0	0	0	43000	44850	47900	56050	56150	61450	69200	72500	77150	79450	79300	81500	85000	83250	73200	
Supporting Data																				
Total Number	15	29	40	51	125	312	313	241	358	1047	1158	1303	975	1344	1309	1121	929	1148	11817	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	6	10	11	8	9	28	75	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39900	42150	44450	46850	49250	51650	54100	56500	58850	63450	69500	74300	77600	79450	80100	80000	79400	77650	71950	2.2
Upper Quartile	37000	39050	41150	43250	45400	47550	49750	51850	53950	57950	63250	67350	70100	71600	72150	71950	71400	69800	63700	2.2
Median	34900	36650	38400	40200	42000	43800	45600	47350	49100	52350	56650	60050	62400	63850	64450	64550	64300	63350	54250	2.2
Lower Quartile	32550	34050	35600	37150	38700	40250	41800	43250	44700	47450	51000	53750	55650	56800	57300	57400	57200	56450	45500	2.2
Lower Decile	28400	29900	31350	32850	34350	35850	37350	38800	40150	42800	46100	48500	50000	50700	50750	50400	49900	48650	38600	2.2
Mean	34700	36500	38350	40200	42100	43950	45850	47700	49500	52950	57500	61050	63450	64900	65450	65450	65100	63950	55200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37600	43300	44750	46550	50850	52050	54650	59850	59500	63350	70400	72550	73700	75700	81050	82650	84200	78350	71950	
Upper Quartile	34700	40450	41300	43350	46650	48000	50550	55600	54800	57500	63000	66150	66700	70650	72800	73050	73800	70600	63700	
Median	33200	35800	39150	41400	42700	45000	45500	49300	50900	51900	55850	59500	60650	62500	65100	65950	65000	64100	54250	
Lower Quartile	32100	32650	36500	37100	38600	41850	40800	44300	46200	47600	50600	53650	53250	55550	58050	60400	57400	56350	45500	
Lower Decile	27300	30000	31000	34300	34700	38350	33600	41250	42300	42850	44500	49050	47850	48650	52450	54350	53150	47200	38600	
Mean	33100	36450	38800	40700	42850	45150	45450	50000	50850	52550	56950	60400	61050	63500	66400	67800	67750	63700	55200	
Supporting Data																				
Total Number	1086	979	1326	1514	1541	1475	1496	1655	1806	5636	4072	3524	2894	3100	2729	2030	1276	3123	41260	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	3	8	5	11	15	40	
Less Than $22000	59	0	0	0	0	0	2	0	2	59	0	1	0	0	0	0	0	0	122	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39550	41750	44050	46400	48750	51200	53650	56100	58550	63350	70000	75650	79950	82900	84600	85350	85450	84700	75800	2.2
Upper Quartile	36800	38800	40900	43000	45150	47300	49500	51650	53850	58000	63700	68400	71900	74150	75350	75800	75700	74750	65850	2.2
Median	34700	36450	38200	40050	41850	43700	45500	47350	49100	52550	57150	60950	63750	65600	66600	67000	67050	66450	55000	2.2
Lower Quartile	32650	34150	35650	37200	38750	40300	41800	43300	44750	47550	51250	54250	56450	57900	58700	59050	59100	58700	45300	2.2
Lower Decile	28450	29850	31300	32800	34250	35750	37200	38600	40000	42650	46050	48650	50400	51400	51750	51650	51350	50400	38600	2.2
Mean	34550	36350	38200	40050	41950	43850	45800	47700	49550	53150	58050	62100	65100	67050	68150	68550	68550	67900	56700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38100	43500	44700	46600	49000	50050	53550	60800	58600	62650	71750	75200	75900	80050	85500	85500	93750	84300	75800	
Upper Quartile	34800	40650	41350	43350	45750	46700	50200	55600	54850	56950	63550	67950	68300	73700	76750	75600	84500	73250	65850	
Median	33200	36050	39200	41500	41750	44400	45000	49550	51250	51400	56700	61100	61650	64400	68050	67650	71650	65500	55000	
Lower Quartile	32100	32700	36600	37950	38400	41850	41150	44300	46600	47200	50450	54450	53500	57000	61200	61950	60250	57500	45300	
Lower Decile	27350	30000	31000	34350	34600	38700	33700	41200	42400	42050	44200	50050	48000	49100	54100	56300	55550	48050	38600	
Mean	33350	36750	38900	40950	42050	44600	45200	50200	51000	52000	57850	62000	62500	66200	69950	70500	73700	66050	56700	
Supporting Data																				
Total Number	1090	993	1291	1386	1426	1486	1502	1475	1600	4751	3593	3412	2657	3163	2448	2245	1513	3300	39329	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	11	7	5	10	16	54	
Less Than $22000	59	0	0	0	0	0	2	0	2	59	0	1	0	0	0	0	0	0	122	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	49250	52550	55900	59250	62600	69000	77700	85050	90800	95050	98000	99900	101050	101950	90650	3.8
Upper Quartile	0	0	0	0	46000	48950	51900	54800	57650	62950	69900	75400	79550	82450	84400	85600	86300	86800	79450	4.0
Median	0	0	0	0	43050	45700	48350	50950	53450	58150	64250	69150	72800	75350	77050	78150	78750	79200	68800	4.0
Lower Quartile	0	0	0	0	41050	43400	45650	47800	49900	53700	58500	62200	64850	66700	67900	68650	69050	69350	59800	4.0
Lower Decile	0	0	0	0	37650	40100	42450	44650	46700	50400	54700	57750	59750	61000	61750	62150	62350	62450	47800	4.8
Mean	0	0	0	0	43650	46450	49200	51850	54450	59350	65650	70650	74300	76900	78600	79700	80300	80750	70150	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49100	46800	52600	66850	59950	73100	82750	82850	90450	94000	95550	99050	100450	104300	90650	
Upper Quartile	0	0	0	0	44450	45350	51100	64800	58100	63650	71400	73650	77300	80200	84400	84100	91900	87650	79450	
Median	0	0	0	0	40500	43450	45900	52600	55000	61000	64400	69400	71450	75750	76200	75100	83750	78050	68800	
Lower Quartile	0	0	0	0	39200	42200	43450	50950	51950	52850	60150	62550	65200	66050	67300	67250	71250	68800	59800	
Lower Decile	0	0	0	0	38450	41450	41900	49650	50200	44650	56050	59250	59000	61050	61450	64100	64350	59650	47800	
Mean	0	0	0	0	42700	44400	47550	56300	55450	59550	67150	70050	73650	76350	77700	78400	83350	80650	70150	
Supporting Data																				
Total Number	12	29	37	48	118	294	295	209	307	690	803	888	567	913	816	816	669	768	8277	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	8	5	3	5	15	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39700	41800	44000	46200	48450	50700	52900	55150	57300	61450	66900	71200	74200	75900	76600	76550	76100	74650	69950	2.2
Upper Quartile	37100	39000	40950	42900	44900	46900	48900	50850	52800	56450	61350	65250	68000	69650	70450	70600	70350	69350	61700	2.2
Median	34900	36600	38250	39950	41650	43350	45000	46650	48300	51350	55400	58600	60950	62450	63200	63450	63400	62800	52100	2.2
Lower Quartile	32650	34100	35550	37000	38450	39900	41300	42700	44050	46550	49850	52400	54250	55350	55900	56100	56000	55450	43550	2.2
Lower Decile	28450	29850	31300	32700	34150	35600	37000	38350	39700	42150	45250	47550	48950	49650	49750	49450	49000	47850	36800	2.2
Mean	34700	36400	38150	39900	41650	43400	45150	46900	48550	51750	55950	59200	61550	62950	63550	63700	63450	62600	53150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37650	43300	44100	46250	49000	50800	53900	59300	57000	59950	68800	69850	70600	75000	79250	77650	78300	74600	69950	
Upper Quartile	34700	40450	41000	43300	45850	47050	49800	54950	53900	54950	61150	64800	65150	69350	72150	71100	73100	69400	61700	
Median	33200	35800	39100	41500	41950	44700	44250	48300	50200	50700	54400	58300	59450	60850	65550	64900	63750	63000	52100	
Lower Quartile	32100	32650	36500	37750	38200	41600	39850	43600	45350	46750	48600	52950	52050	53550	58200	60000	57250	54500	43550	
Lower Decile	27300	29900	30950	34300	34450	38100	33350	40800	42000	42000	43100	48250	47150	48000	52500	54150	52000	46100	36800	
Mean	33100	36450	38650	40750	42000	44650	44600	49200	49900	50750	55150	59150	59500	62100	66050	66000	66050	61600	53150	
Supporting Data																				
Total Number	1078	964	1253	1338	1308	1191	1207	1267	1293	4061	2790	2524	2090	2250	1632	1429	844	2532	31052	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	2	5	3	15	
Less Than $22000	59	0	0	0	0	0	2	0	2	59	0	1	0	0	0	0	0	0	122	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	47650	50450	53400	56400	59450	62550	68800	77900	86000	92550	97250	100150	101550	101950	101100	85100	2.2
Upper Quartile	0	0	0	44550	47050	49600	52200	54800	57350	62400	69300	74900	78900	81200	82200	82150	81550	79600	72500	2.2
Median	0	0	0	41350	43500	45700	47900	50100	52250	56350	61850	66100	68950	70500	70950	70700	70050	68250	62250	2.2
Lower Quartile	0	0	0	38500	40350	42150	43950	45750	47450	50750	55100	58400	60650	61950	62400	62300	61900	60700	53900	2.2
Lower Decile	0	0	0	34400	36200	37950	39750	41500	43200	46400	50500	53450	55250	55950	55850	55250	54450	52600	46850	2.2
Mean	0	0	0	41350	43600	45850	48200	50500	52750	57250	63300	68200	71700	73800	74700	74750	74250	72650	65150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	48250	55150	55000	57800	61550	62850	70050	76750	83600	92700	98450	91950	104400	106650	108150	85100	
Upper Quartile	0	0	0	44900	53500	51500	53250	57000	58200	64250	68600	73050	76200	78750	77150	84200	84700	86900	72500	
Median	0	0	0	39950	47650	47200	48400	52500	52900	57750	61450	65200	66700	69950	65950	73250	71700	73600	62250	
Lower Quartile	0	0	0	35200	43050	43200	44050	47500	48500	51950	55000	57650	58700	61450	59350	64100	61450	64900	53900	
Lower Decile	0	0	0	34400	38750	40550	40750	43350	44500	47000	50850	51750	52850	54000	54650	56650	54550	56050	46850	
Mean	0	0	0	40550	47550	47600	48800	52350	53500	58250	63150	67000	69900	72700	70350	76700	75950	77950	65150	
Supporting Data																				
Total Number	10	15	74	179	239	297	297	397	536	1798	1492	1243	1028	1098	1413	736	554	802	12208	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	2	1	8	6	6	18	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	67150	76050	89450	101500	110700	116250	118400	118050	116250	111050	109950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	60200	67150	77250	85950	92400	96250	97800	97600	96450	93000	87600	2.2
Median	0	0	0	0	0	0	0	0	55600	61250	69000	75250	79500	81700	82200	81550	80350	77300	74900	2.2
Lower Quartile	0	0	0	0	0	0	0	0	51100	55650	61750	66650	70000	71800	72400	72100	71350	69250	66200	2.2
Lower Decile	0	0	0	0	0	0	0	0	45550	50050	56350	61400	64900	66700	67200	66750	65850	63450	59350	2.2
Mean	0	0	0	0	0	0	0	0	56500	62650	71350	78600	83700	86550	87400	86850	85600	82300	79200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	71100	74100	92300	104300	111900	114250	112650	116050	114450	116500	109950	
Upper Quartile	0	0	0	0	0	0	0	0	64350	70400	79650	83400	89800	95550	90450	100550	97400	98800	87600	
Median	0	0	0	0	0	0	0	0	56150	65800	70650	73300	76550	81050	75800	83450	82800	81900	74900	
Lower Quartile	0	0	0	0	0	0	0	0	52350	58200	63450	66350	68800	72450	63900	74300	74800	73650	66200	
Lower Decile	0	0	0	0	0	0	0	0	48850	52650	58050	61250	62000	66250	61300	67350	67600	68200	59350	
Mean	0	0	0	0	0	0	0	0	60300	65200	73900	77250	81300	85450	81050	87800	87050	87600	79200	
Supporting Data																				
Total Number	3	0	1	4	7	18	16	32	51	353	342	393	370	380	436	242	210	342	3200	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	2	1	6	3	1	11	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	48200	50700	53200	55700	58200	60700	65500	72050	77350	81200	83600	84700	84950	84600	83200	74900	2.2
Upper Quartile	0	0	0	44700	47100	49450	51850	54200	56500	60950	66650	71000	73700	74950	75050	74450	73500	71200	66900	2.2
Median	0	0	0	41450	43500	45550	47600	49600	51550	55250	59850	63200	65200	66000	65950	65300	64350	62350	58700	2.2
Lower Quartile	0	0	0	38500	40250	42000	43750	45450	47100	50100	53950	56700	58350	59000	58950	58450	57750	56150	51700	2.2
Lower Decile	0	0	0	34500	36250	38000	39700	41350	42950	45900	49550	51950	53200	53400	52900	52050	51000	49000	45250	2.2
Mean	0	0	0	41500	43550	45600	47650	49700	51700	55500	60400	64200	66700	67950	68300	68000	67400	65750	60150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	48100	55200	54650	56800	61400	62150	67850	71250	74950	76650	76650	82050	87150	90500	92950	74900	
Upper Quartile	0	0	0	44800	53550	51200	53000	56800	57700	62150	65500	68600	69200	72500	72850	80250	74250	75900	66900	
Median	0	0	0	39850	47550	46900	48200	52300	52550	56350	59200	61800	62000	64950	62750	68550	64850	67500	58700	
Lower Quartile	0	0	0	35150	43000	43000	43850	47450	48150	50950	53950	55050	56150	57950	57550	61150	55950	59950	51700	
Lower Decile	0	0	0	34400	38650	40200	40550	43150	44200	46100	50100	50150	50300	51900	51050	53800	53650	51850	45250	
Mean	0	0	0	40350	47550	47250	48450	52150	52800	56550	59900	62250	63500	65950	65600	71250	69150	70750	60150	
Supporting Data																				
Total Number	8	15	73	175	232	279	280	366	485	1445	1149	850	657	718	977	495	344	460	9008	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	7	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61450	64900	71650	81100	89200	95700	100550	104050	106400	107900	109350	97550	3.2
Upper Quartile	0	0	0	0	0	0	0	59200	62400	68350	75800	81350	85200	87800	89400	90300	90800	91100	84050	4.4
Median	0	0	0	0	0	0	0	56850	59650	64400	69800	73400	75650	76950	77700	78050	78200	78250	73000	5.4
Lower Quartile	0	0	0	0	0	0	0	52200	54550	58600	63150	66150	68050	69200	69900	70250	70400	70500	66300	4.8
Lower Decile	0	0	0	0	0	0	0	46100	48400	52450	57050	60150	62100	63250	63900	64300	64450	64550	60250	4.6
Mean	0	0	0	0	0	0	0	55350	58250	63500	69950	74700	77950	80050	81350	82100	82500	82750	76700	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	72700	74300	74150	78750	85500	90950	97850	104350	110850	113500	110500	97550	
Upper Quartile	0	0	0	0	0	0	0	67200	69250	69600	73700	77450	81700	86350	90100	94150	95700	91650	84050	
Median	0	0	0	0	0	0	0	61200	62850	64700	69200	71000	73550	74350	76850	81600	82250	79800	73000	
Lower Quartile	0	0	0	0	0	0	0	48850	56100	58150	64950	65800	68000	68750	69450	70500	71900	69500	66300	
Lower Decile	0	0	0	0	0	0	0	45350	43650	51150	60500	61300	61750	64650	64400	63400	64900	61800	60250	
Mean	0	0	0	0	0	0	0	59700	61850	63800	69450	72800	75750	78700	81050	84100	85900	83500	76700	
Supporting Data																				
Total Number	0	0	2	0	1	5	10	23	28	134	145	173	184	183	177	169	138	169	1541	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	3	4	7	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

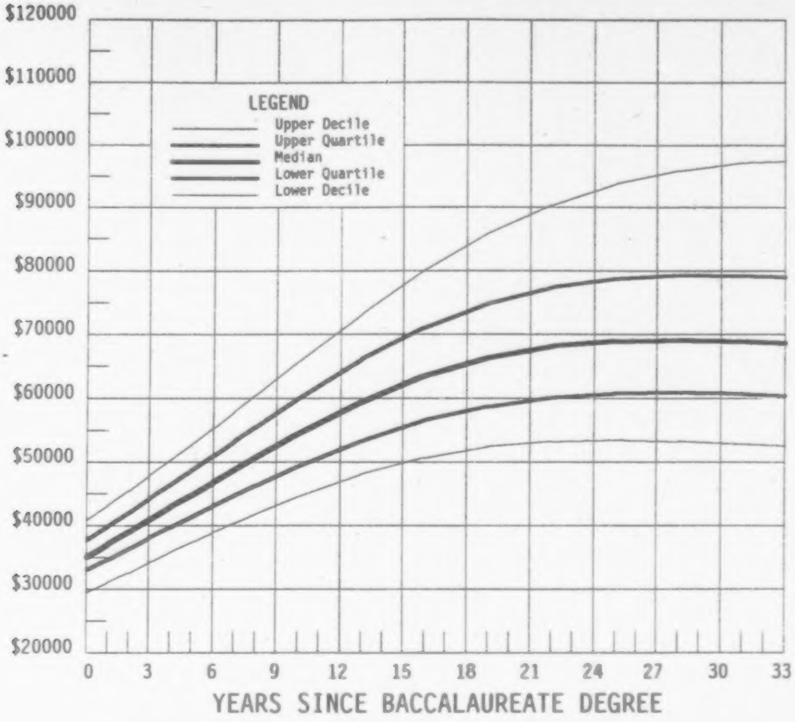
1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	92450	101700	108500	113150	116150	118000	119050	119850	116000	3.8
Upper Quartile	0	0	0	0	0	0	0	0	0	0	79200	87150	93250	97600	100600	102500	103650	104600	98700	3.6
Median	0	0	0	0	0	0	0	0	0	0	75650	81550	85700	88450	90100	91050	91550	91800	87900	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	0	69100	74500	78300	80850	82500	83450	84050	84450	81000	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	0	64500	70000	73900	76500	78150	79100	79550	79900	74900	4.4
Mean	0	0	0	0	0	0	0	0	0	0	75900	82750	87850	91350	93650	95100	95850	96450	91550	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	85400	107400	111300	115600	108650	119450	121400	119850	116000	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	80250	88750	91850	97950	95650	106100	108500	100450	98700	
Median	0	0	0	0	0	0	0	0	0	0	76050	83650	85050	87400	86300	92950	95550	90450	87900	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	65900	78200	79650	79150	80400	85200	85050	83600	81000	
Lower Decile	0	0	0	0	0	0	0	0	0	0	62750	74650	74050	73550	76050	80400	80950	81200	74900	
Mean	0	0	0	0	0	0	0	0	0	0	74200	86000	88500	90850	88750	96850	99050	96100	91550	
Supporting Data																				
Total Number	0	0	2	0	0	0	2	0	1	3	12	22	38	51	57	64	50	38	340	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	3	2	10	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60000	63100	69200	77900	85450	91300	95200	97350	98150	98050	96550	88950	2.2
Upper Quartile	0	0	0	0	0	0	0	56150	58950	64500	72000	78000	82000	84100	84650	84100	83000	80150	76700	2.2
Median	0	0	0	0	0	0	0	53150	55800	60800	67350	72150	75000	76000	75600	74400	72900	69600	70350	2.2
Lower Quartile	0	0	0	0	0	0	0	49400	51800	56300	62200	66500	68950	69750	69350	68200	66800	63800	64750	2.2
Lower Decile	0	0	0	0	0	0	0	43350	45700	50300	56450	61050	63800	64700	64300	63050	61550	58350	58700	2.2
Mean	0	0	0	0	0	0	0	52650	55300	60450	67450	72950	76600	78450	78800	78200	77100	74350	72500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	72700	74400	74100	77400	80800	85850	89950	100850	96400	98100	103250	88950	
Upper Quartile	0	0	0	0	0	0	0	67200	69400	69600	72950	74900	77250	77600	81750	83400	85400	87150	76700	
Median	0	0	0	0	0	0	0	61200	63000	64700	69050	69900	71300	71500	72500	72650	74300	75400	70350	
Lower Quartile	0	0	0	0	0	0	0	48850	55900	58300	64850	65050	66500	67450	67300	67000	68100	66700	64750	
Lower Decile	0	0	0	0	0	0	0	45350	43550	51300	60250	60950	60250	63250	62700	61400	62750	60850	58700	
Mean	0	0	0	0	0	0	0	59700	61850	63900	69050	70800	72450	74000	77350	76450	78400	79850	72500	
Supporting Data																				
Total Number	0	0	0	0	1	5	8	23	27	131	133	150	147	132	119	105	88	131	1200	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1	5	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

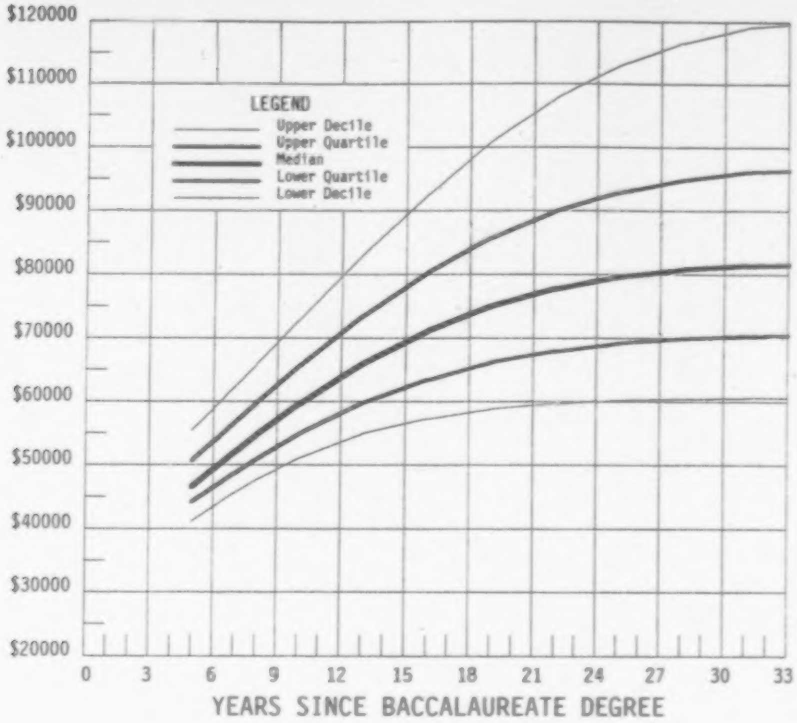
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40950	43150	45500	47850	50300	52800	55350	57900	60500	65700	73200	80050	85850	90400	93700	95900	97200	98250	79550	2.2
Upper Quartile	37750	39850	42000	44200	46400	48700	51000	53250	55550	59950	66050	71100	74850	77350	78750	79250	79200	78250	68500	2.2
Median	35100	37000	38900	40850	42850	44800	46800	48800	50750	54450	59450	63500	66350	68100	68950	69100	68900	67850	58000	2.2
Lower Quartile	33000	34650	36300	38000	39700	41350	43050	44700	46300	49350	53350	56550	58750	60100	60750	60850	60650	59800	47700	2.2
Lower Decile	29550	31050	32600	34150	35750	37300	38850	40350	41800	44550	48100	50750	52450	53300	53550	53300	52850	51700	41250	2.2
Mean	35600	37450	39400	41350	43300	45350	47350	49350	51350	55200	60500	64900	68250	70550	71850	72450	72550	72000	59900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41800	44250	46150	46400	49550	51700	54600	61300	62500	65900	74650	78650	84650	87250	93700	96900	102000	98750	79550	
Upper Quartile	37100	41900	42850	43500	46600	47200	50700	54900	56900	59950	66950	70250	73650	75700	80150	78650	83100	77950	68500	
Median	33550	38500	39650	41500	43350	44500	45600	50350	51550	54350	59400	63600	65200	66900	69500	69000	70550	68250	58000	
Lower Quartile	32450	33650	36900	38200	40300	41700	42100	45500	46800	50000	52650	57300	56700	58450	61800	61600	61200	60300	47700	
Lower Decile	28100	32450	32600	35000	38250	38150	34850	42050	42950	44550	47050	51650	51000	51250	56150	55400	52400	50950	41250	
Mean	35150	38750	40050	41200	43850	44750	46200	50800	52250	55200	60550	64900	67000	69100	73600	72650	74100	71700	59900	
Supporting Data																				
Total Number	776	809	1210	1619	1477	1824	1550	1453	1935	5540	4545	4465	3464	3625	3264	2597	1465	3003	44619	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	6	15	75	21	11	37	167	
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

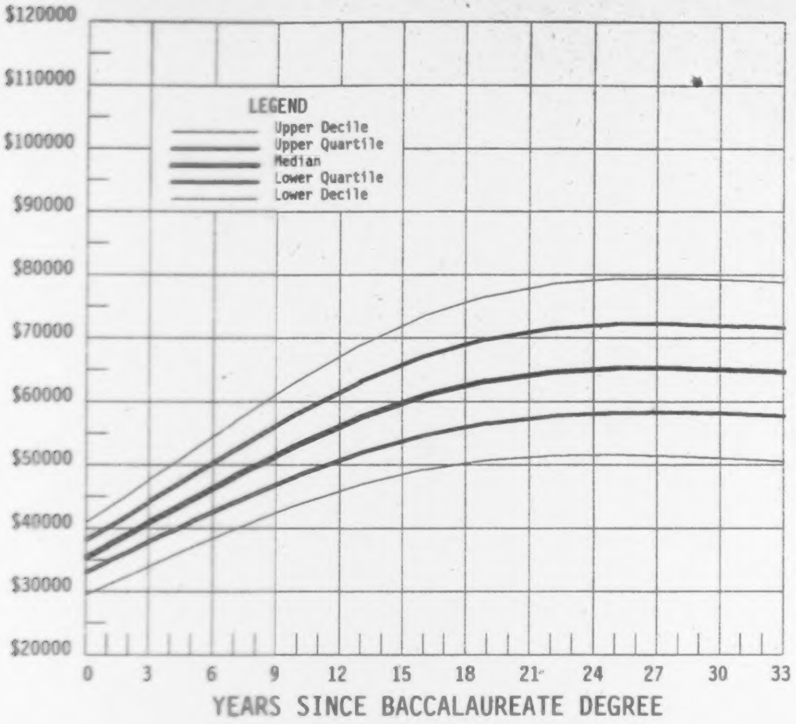
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55400	58850	62300	65800	72850	83150	92650	100900	107650	112850	116600	119050	121350	104000	3.4
Upper Quartile	0	0	0	0	0	50650	53650	56650	59650	65500	73500	80300	85750	89900	92850	94850	96100	97250	83300	3.4
Median	0	0	0	0	0	46550	49300	52000	54500	59550	66000	71150	75000	77750	79600	80750	81400	81850	70800	4.0
Lower Quartile	0	0	0	0	0	44100	46450	48700	50650	54800	59700	63450	66150	68000	69200	69950	70400	70700	60500	4.0
Lower Decile	0	0	0	0	0	41100	43450	45650	47650	51050	54850	57300	58800	59700	60200	60450	60550	60650	50400	5.0
Mean	0	0	0	0	0	47800	50550	53300	56000	61100	68000	73700	78100	81300	83550	85000	85850	86550	74000	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	51250	54350	66500	65450	76600	84550	88700	103850	109550	114750	114650	115100	119050	104000	
Upper Quartile	0	0	0	0	0	46000	51550	63400	59750	66800	77600	78600	85000	86300	89150	98100	96450	105100	83300	
Median	0	0	0	0	0	43700	46450	52950	57300	60900	67800	70350	75500	76400	78950	80250	81600	83200	70800	
Lower Quartile	0	0	0	0	0	42300	43750	50900	53050	54800	61300	64100	66000	65050	68650	72600	68850	72500	60500	
Lower Decile	0	0	0	0	0	41500	42050	48350	49050	48100	55650	59550	60150	59800	61800	64700	49950	59650	50400	
Mean	0	0	0	0	0	45450	48500	56100	57600	61100	70250	73100	78000	79800	83450	86000	83950	88400	74000	
Supporting Data																				
Total Number	18	35	45	64	78	329	333	279	294	993	1014	1359	1033	1212	1457	822	595	787	10749	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	13	74	19	9	28	151	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41000	43150	45350	47650	49900	52200	54500	56750	59000	63250	68950	73450	76600	78500	79350	79450	79100	77800	71600	2.2
Upper Quartile	38050	40050	42050	44100	46200	48250	50300	52350	54350	58150	63150	67100	69850	71500	72200	72200	71900	70700	63950	2.2
Median	35400	37200	39000	40850	42650	44500	46350	48100	49850	53200	57550	60900	63250	64650	65250	65250	65000	63950	54500	2.2
Lower Quartile	33150	34700	36250	37850	39450	41000	42550	44050	45550	48300	51900	54650	56600	57700	58200	58300	58050	57300	45600	2.2
Lower Decile	29600	31050	32550	34000	35500	36950	38400	39800	41200	43700	46900	49300	50800	51500	51650	51400	50950	49850	39750	2.2
Mean	35750	37550	39350	41150	43000	44850	46650	48450	50200	53500	57900	61350	63750	65250	65900	66050	65850	64900	55400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40900	43800	45700	46100	49400	51700	54600	58700	61700	63450	70450	71950	75250	76400	76100	80500	82150	79750	71600	
Upper Quartile	36850	41700	42600	43400	46500	47700	50100	53850	55300	58400	63650	66600	68100	71000	71200	71450	73450	72200	63950	
Median	33500	38250	39500	41450	43300	44700	45250	49000	50750	53300	57050	61300	62150	63150	64950	65100	66250	65200	54500	
Lower Quartile	32450	33550	36800	38100	40200	41350	41550	44650	46000	49250	51050	55150	54650	55400	58750	59850	58800	58050	45600	
Lower Decile	27950	32450	32300	34900	38200	36750	33600	41550	42600	44250	46000	50300	48900	49200	53150	54000	52650	49150	39750	
Mean	34650	38300	39750	40950	43650	44600	45600	49550	51250	53900	57750	61300	62300	63800	65700	66500	67400	65750	55400	
Supporting Data																				
Total Number	758	774	1165	1555	1398	1495	1216	1174	1640	4546	3531	3105	2431	2413	1807	1775	869	2217	33870	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	3	1	8	16	
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40650	42750	44900	47150	49400	51700	54050	56450	58800	63550	70400	76650	82000	86250	89450	91650	93050	94500	76900	2.2
Upper Quartile	37750	39700	41750	43800	45900	48050	50150	52300	54400	58450	64100	68800	72450	74900	76400	77100	77300	76850	66250	2.2
Median	35250	37000	38800	40650	42500	44350	46200	48050	49800	53250	57900	61700	64500	66350	67350	67750	67750	67150	55150	2.2
Lower Quartile	33100	34650	36200	37750	39350	40900	42450	43950	45450	48250	52000	55050	57250	58700	59550	59850	59900	59450	45300	2.2
Lower Decile	29650	31100	32550	34050	35500	36950	38400	39800	41150	43650	46900	49300	50900	51750	52000	51850	51450	50500	39600	2.2
Mean	35600	37350	39150	41000	42900	44750	46650	48500	50350	53950	58850	63000	66250	68550	70000	70800	71100	71000	57500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41350	43950	45350	45900	49200	50200	52800	59900	60550	63400	71900	76200	80300	83500	90200	95450	96800	92900	76900	
Upper Quartile	36950	41750	42350	43300	46300	46600	49650	53250	55900	58300	63950	69000	70600	74750	79200	76600	79800	75550	66250	
Median	33500	38400	39350	41400	43100	44200	44700	49400	50750	52950	56850	62900	63800	64550	69300	67750	68750	67000	55150	
Lower Quartile	32450	33600	36750	38100	40100	41700	41600	44700	45700	48800	50300	56600	55200	57050	61450	60900	59000	59850	45300	
Lower Decile	28000	32450	31950	34950	38200	38700	33600	41550	42400	43400	45450	50950	49150	49550	55350	54650	50300	49550	39600	
Mean	34900	38550	39600	40950	43550	44400	45100	49850	51250	53750	58400	63650	64650	67250	73300	71250	72100	69950	57500	
Supporting Data																				
Total Number	766	787	1094	1483	1275	1444	1218	1010	1372	3744	2925	3022	2232	2479	2080	1689	959	2227	31806	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	5	9	69	15	6	17	123	
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53650	56800	60050	63350	70000	79850	89200	97550	104600	110250	114450	117350	120350	98200	3.2
Upper Quartile	0	0	0	0	0	49650	52250	54950	57650	63050	70950	78150	84150	88700	91850	93750	94700	95000	80750	2.2
Median	0	0	0	0	0	46200	48850	51500	54050	58800	65050	70050	73750	76400	78150	79250	79900	80350	68650	4.0
Lower Quartile	0	0	0	0	0	43700	45950	48100	50150	53950	58700	62350	65000	66800	68000	68700	69150	69450	58200	4.0
Lower Decile	0	0	0	0	0	40350	42600	44650	46600	50000	53900	56550	58300	59400	60000	60350	60500	60600	46950	4.8
Mean	0	0	0	0	0	47050	49700	52300	54850	59800	66450	72050	76450	79750	82100	83650	84600	85450	71400	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	47450	52850	66700	63200	76600	83950	83700	94100	103350	117550	114050	113050	118700	98200	
Upper Quartile	0	0	0	0	0	45600	51350	64400	59300	65850	77250	75000	80400	83100	88150	98050	93950	106000	80750	
Median	0	0	0	0	0	43550	46200	52750	57200	60650	67100	69600	73300	74100	77650	79450	78950	83400	68650	
Lower Quartile	0	0	0	0	0	42250	43600	50900	52850	53600	60650	63600	63600	62550	68650	70800	65000	75100	58200	
Lower Decile	0	0	0	0	0	41450	42000	48950	48900	45500	54400	59150	58350	58600	61750	62600	49000	67200	46950	
Mean	0	0	0	0	0	44750	48000	56350	56650	59950	69100	71250	74900	76550	83500	85300	81050	89700	71400	
Supporting Data																				
Total Number	14	32	41	57	67	306	311	234	231	690	639	918	613	820	909	470	398	503	7254	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	7	68	13	6	13	113	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40700	42700	44750	46800	48900	51000	53050	55150	57150	61000	66200	70450	73550	75600	76750	77200	77250	76600	69950	2.2
Upper Quartile	38050	39900	41750	43650	45550	47450	49350	51200	53050	56550	61250	65100	67950	69800	70900	71350	71400	70900	62000	2.2
Median	35500	37200	38900	40600	42300	44000	45700	47350	48950	52000	56050	59300	61650	63150	63950	64200	64150	63600	52200	2.2
Lower Quartile	33200	34650	36100	37600	39050	40500	41950	43350	44700	47250	50600	53250	55100	56300	56950	57150	57100	56600	43700	2.2
Lower Decile	29850	31250	32650	34050	35450	36800	38150	39450	40750	43050	46050	48200	49650	50350	50550	50400	50050	49100	38400	2.2
Mean	35750	37400	39100	40800	42450	44150	45850	47500	49100	52150	56250	59550	61950	63550	64450	64850	64850	64450	53400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	43800	44800	45600	49050	50600	52750	55700	59600	60250	67150	70400	71850	76000	75800	79700	78250	75800	69950	
Upper Quartile	36750	41600	42050	43250	46250	46900	48600	51950	53700	56200	61050	65600	66800	70700	71050	70900	72700	70700	62000	
Median	33500	38200	39200	41350	43050	44500	43900	47400	49700	52200	54750	60600	60500	61900	64400	64850	65200	63850	52200	
Lower Quartile	32400	33550	36650	38000	40000	41300	40450	43600	44850	48150	48850	54500	53850	54000	58100	59050	57400	56750	43700	
Lower Decile	27950	32400	31850	34850	38150	38100	33200	41050	42100	43300	44700	49400	47300	48450	52500	53800	51650	48150	38400	
Mean	34600	38200	39300	40750	43300	44300	44150	47900	50150	52300	55400	60300	60750	62650	65300	65850	65750	64200	53400	
Supporting Data																				
Total Number	752	755	1053	1425	1208	1137	907	776	1141	3054	2286	2104	1619	1659	1170	1219	561	1724	24551	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	2	0	5	10	
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	49050	51650	54300	57000	59800	62600	68200	76450	84050	90550	95750	99500	102050	103600	104900	83800	2.2
Upper Quartile	0	0	0	45200	47650	50150	52650	55150	57650	62450	68950	74150	77750	79850	80700	80600	80000	78100	71650	2.2
Median	0	0	0	41550	43700	45900	48100	50300	52400	56550	61950	66150	68900	70350	70750	70400	69700	67850	61950	2.2
Lower Quartile	0	0	0	38850	40750	42600	44450	46250	48050	51400	55700	58950	61050	62050	62300	61950	61350	59800	53750	2.2
Lower Decile	0	0	0	34300	36100	37900	39750	41550	43300	46650	50950	54150	56100	56950	56950	56450	55650	53800	47100	2.2
Mean	0	0	0	42100	44300	46550	48800	51000	53250	57550	63350	68050	71400	73450	74350	74450	74100	72700	64550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	49900	52200	55100	58500	61450	63200	67800	75700	82550	92400	97250	97700	98850	107200	107350	83800	
Upper Quartile	0	0	0	46550	48550	50600	53500	56900	58500	62650	69750	72350	77000	77350	80350	78650	84200	81350	71650	
Median	0	0	0	43500	44950	46050	49000	52300	53300	57050	62550	64550	67450	68600	68900	70400	71800	71600	61950	
Lower Quartile	0	0	0	39800	41900	41650	45000	47550	49100	51700	56300	58150	59350	60750	61800	62150	63850	61100	53750	
Lower Decile	0	0	0	36300	38800	33250	42100	44300	45600	47300	51650	52850	53650	54600	57000	56800	57150	56250	47100	
Mean	0	0	0	43600	45550	45850	49800	52550	54150	57650	63900	66900	70550	72000	73350	73550	76400	75550	64550	
Supporting Data																				
Total Number	10	21	112	135	197	371	321	423	526	1650	1460	1274	1037	972	1022	754	391	650	11325	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	4	5	1	15	31	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	67150	71150	79000	89900	99200	106600	112100	115950	118400	119800	120850	110100	4.0
Upper Quartile	0	0	0	0	0	0	0	59500	62750	68950	77300	84050	89200	92950	95450	97100	98050	98800	87200	3.8
Median	0	0	0	0	0	0	0	54750	57500	62450	68500	72950	76000	77950	79150	79850	80250	80450	74100	4.4
Lower Quartile	0	0	0	0	0	0	0	51450	53700	57550	61950	64900	66800	68000	68650	69050	69200	69300	63850	4.8
Lower Decile	0	0	0	0	0	0	0	46600	48800	52650	57000	59900	61750	62900	63500	63850	64000	64100	57600	5.0
Mean	0	0	0	0	0	0	0	56350	59250	64650	71500	76650	80350	82850	84450	85400	85950	86300	78300	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	62650	74500	75950	89750	103100	112600	115050	112500	113950	117050	119700	110100	
Upper Quartile	0	0	0	0	0	0	0	59000	64800	67900	77850	83400	92600	95300	90150	94100	104150	102950	87200	
Median	0	0	0	0	0	0	0	55000	56950	61600	69050	73100	77200	79100	78800	77800	82800	78900	74100	
Lower Quartile	0	0	0	0	0	0	0	50550	53150	56500	62300	65000	68900	72100	67000	73100	73800	59800	63850	
Lower Decile	0	0	0	0	0	0	0	46550	49050	51550	57650	60050	62650	65650	61650	68100	67250	57400	57600	
Mean	0	0	0	0	0	0	0	54850	60800	63500	72200	76600	82150	84900	82500	84650	88200	84850	78300	
Supporting Data																				
Total Number	4	3	3	7	9	21	20	45	57	295	357	419	380	341	490	288	157	254	3149	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	4	4	1	13	28	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47300	49700	52050	54450	56800	59150	61400	65700	71250	75500	78250	79700	80050	79750	79050	77200	73150	2.2
Upper Quartile	0	0	43500	45750	48000	50250	52500	54700	56850	60900	66000	69700	71950	72850	72800	72100	71150	68950	66150	2.2
Median	0	0	40050	42050	44100	46100	48100	50050	51950	55500	60000	63300	65300	66200	66200	65650	64900	63050	58650	2.2
Lower Quartile	0	0	37550	39250	40950	42650	44300	45950	47500	50450	54200	57000	58800	59700	59900	59700	59200	58000	51400	2.2
Lower Decile	0	0	32950	34650	36400	38150	39900	41600	43250	46300	50100	52750	54200	54600	54300	53550	52650	50700	45400	2.2
Mean	0	0	40600	42600	44600	46550	48500	50450	52300	55850	60350	63750	65950	67000	67250	66950	66350	64800	59300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49300	49200	52150	54150	57500	61250	62350	66300	73100	73300	77150	75700	75550	79650	84100	83500	73150	
Upper Quartile	0	0	46650	46300	48350	50050	53200	56550	57900	61500	67000	67850	70050	70300	70250	71400	73350	74600	66150	
Median	0	0	43500	43350	44900	45750	48850	51950	52800	56050	60750	61850	62850	64150	64150	64400	66650	68900	58650	
Lower Quartile	0	0	39800	39700	41800	41350	44900	47300	48750	51000	54900	55900	56450	57700	58750	60200	59850	61700	51400	
Lower Decile	0	0	36900	36150	38700	33200	42050	44150	45300	46700	50950	51300	51450	52900	53550	54100	55150	52950	45400	
Mean	0	0	43950	42950	45450	45350	49500	52250	53350	56400	61250	62150	63800	65050	64900	66700	68550	69600	59300	
Supporting Data																				
Total Number	6	18	108	128	187	350	301	378	469	1355	1103	855	657	631	532	467	234	397	8176	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61900	64900	70850	79600	87450	94000	98950	102350	104400	105400	105750	94100	2.2
Upper Quartile	0	0	0	0	0	0	0	59050	62000	67500	74450	79800	83550	86150	87800	88800	89400	89900	82150	3.6
Median	0	0	0	0	0	0	0	57050	59750	64400	69500	72800	74850	76050	76700	77050	77200	77300	71900	5.0
Lower Quartile	0	0	0	0	0	0	0	53450	55750	59600	63800	66450	68050	68950	69450	69700	69800	69900	65600	5.2
Lower Decile	0	0	0	0	0	0	0	49050	51300	55050	59000	61350	62750	63500	63900	64050	64150	64200	59550	5.6
Mean	0	0	0	0	0	0	0	56300	59000	63950	69900	74200	77150	79000	80200	80900	81250	81500	75250	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	71950	70500	74650	78850	84100	89200	99200	98850	109500	108400	107350	94100	
Upper Quartile	0	0	0	0	0	0	0	67300	66300	68700	73600	76300	80900	85250	87550	93650	91150	90700	82150	
Median	0	0	0	0	0	0	0	63900	62150	64350	69000	70550	73150	74100	75300	81450	80000	79200	71900	
Lower Quartile	0	0	0	0	0	0	0	57600	56650	58600	64350	65600	67550	68900	69500	70950	69850	69900	65600	
Lower Decile	0	0	0	0	0	0	0	50400	51350	54150	60050	61350	61750	64950	64650	64950	64150	61450	59550	
Mean	0	0	0	0	0	0	0	62700	61500	64600	69150	71800	74800	78950	79750	83950	83150	82500	75250	
Supporting Data																				
Total Number	0	1	4	2	5	9	11	20	36	146	160	168	195	174	163	154	114	126	1488	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	1	4	4	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

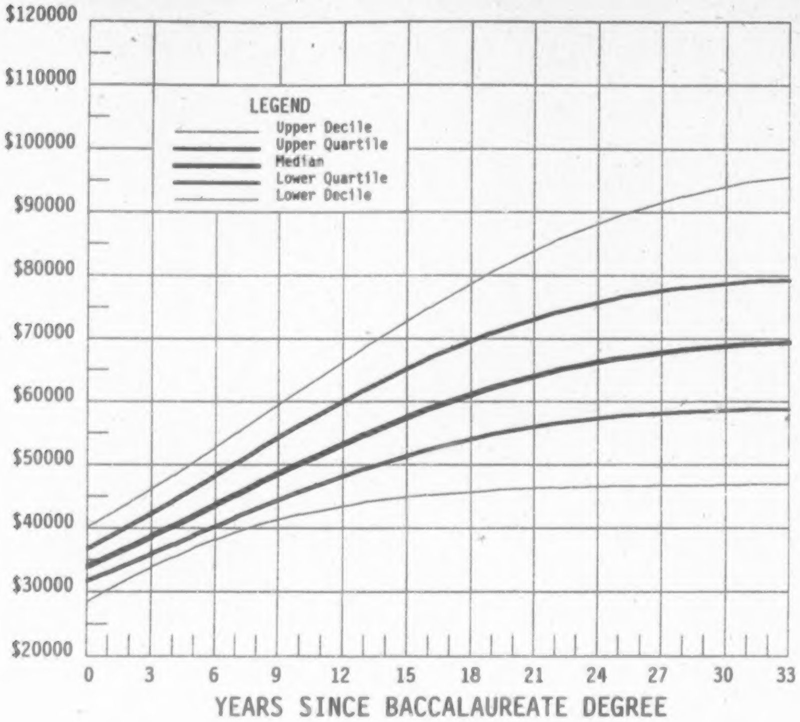
1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	85450	95200	103500	110200	115300	119000	121450	124100	115400	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	0	79450	87300	93500	98100	101300	103400	104700	105900	97600	3.4
Median	0	0	0	0	0	0	0	0	0	0	73100	79650	84550	88050	90350	91800	92650	93400	87400	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	0	67550	73300	77650	80700	82800	84150	84950	85600	79300	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	0	62950	68400	72300	75050	76800	77850	78450	78900	68550	4.0
Mean	0	0	0	0	0	0	0	0	0	0	73950	81050	86600	90700	93550	95450	96600	97650	90000	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	84300	94050	100600	118500	113050	118950	121250	121250	115400	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	80250	88300	89650	103450	96100	107200	104450	104300	97600	
Median	0	0	0	0	0	0	0	0	0	0	70950	82750	84450	87700	89400	94350	91900	90900	87400	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	64700	77600	79000	79100	81000	86750	83200	86000	79300	
Lower Decile	0	0	0	0	0	0	0	0	0	0	61800	73900	71700	71700	75650	80600	76900	81350	68550	
Mean	0	0	0	0	0	0	0	0	0	0	72450	84000	85550	92200	90900	97300	96300	97100	90000	
Supporting Data																				
Total Number	0	0	0	0	2	2	2	0	6	8	18	22	40	52	57	64	40	30	345	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	1	3	2	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62250	64950	70250	77400	83150	87200	89600	90600	90600	90050	88150	84400	2.2
Upper Quartile	0	0	0	0	0	0	0	57400	59950	64850	71350	76300	79500	81050	81350	80750	79750	77250	75200	2.2
Median	0	0	0	0	0	0	0	53650	56250	61100	67400	71900	74450	75200	74600	73300	71700	68400	69750	2.2
Lower Quartile	0	0	0	0	0	0	0	50250	52600	57050	62700	66750	69000	69650	69100	67900	66450	63450	64350	2.2
Lower Decile	0	0	0	0	0	0	0	45300	47700	52250	58200	62400	64550	64900	64000	62450	60650	57150	58200	2.2
Mean	0	0	0	0	0	0	0	54000	56500	61200	67450	72150	75100	76400	76450	75650	74500	71800	70800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	71950	71350	74000	77350	80000	85550	86600	86200	88000	91600	96750	84400	
Upper Quartile	0	0	0	0	0	0	0	67300	66850	68200	73100	74100	76600	75750	75850	80350	82500	85550	75200	
Median	0	0	0	0	0	0	0	63900	62200	64200	68850	69450	71150	71400	71500	72500	73250	74650	69750	
Lower Quartile	0	0	0	0	0	0	0	57600	55300	58600	64350	64950	66250	67700	67700	68000	66800	66950	64350	
Lower Decile	0	0	0	0	0	0	0	50400	50450	54300	59300	61050	60500	64350	63150	61900	61700	59900	58200	
Mean	0	0	0	0	0	0	0	62700	61350	64050	68700	69950	72000	73350	73700	74350	75900	77950	70800	
Supporting Data																				
Total Number	0	1	3	2	3	8	9	20	30	138	141	146	155	123	106	89	74	96	1143	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

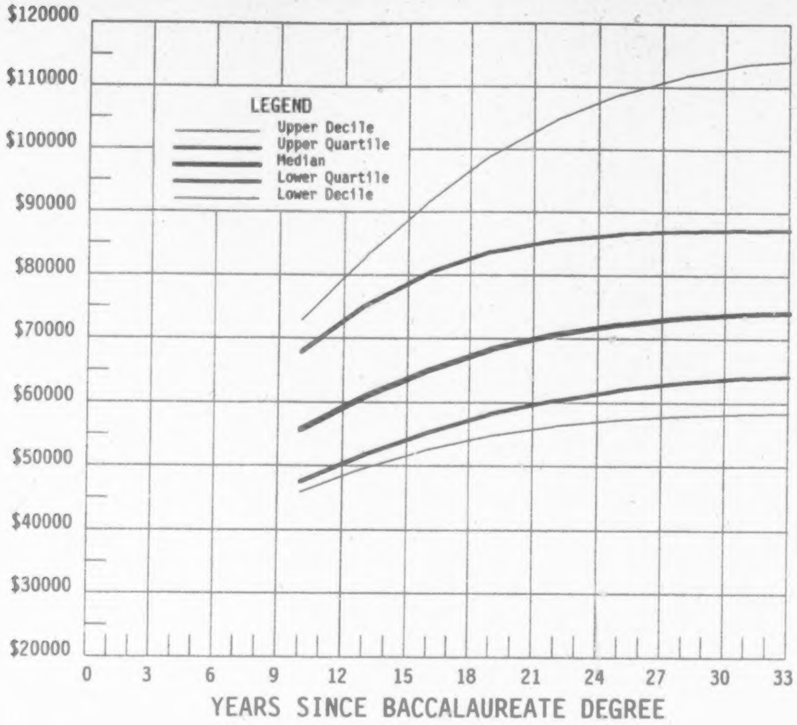
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40100	42100	44100	46200	48350	50500	52750	55000	57250	61800	68550	74900	80650	85550	89500	92600	94850	97800	80750	2.2
Upper Quartile	36700	38550	40450	42350	44300	46300	48300	50300	52300	56250	61850	66850	71000	74250	76550	78100	79050	79850	67350	2.2
Median	33900	35450	37050	38700	40350	42000	43650	45300	46950	50200	54750	58850	62250	64900	66900	68300	69200	70150	57300	2.2
Lower Quartile	31650	33050	34500	35950	37400	38850	40250	41700	43100	45750	49400	52450	54850	56550	57700	58350	58700	58800	47750	2.2
Lower Decile	28500	30400	32200	33900	35450	36900	38200	39400	40450	42200	44100	45300	46000	46450	46700	46800	46850	46850	39950	5.4
Mean	34300	35950	37650	39400	41150	42900	44700	46500	48250	51750	56750	61150	64850	67750	69850	71300	72200	73050	60200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39850	43950	45650	46500	46800	43950	49250	66400	66750	63800	67300	70750	74400	103550	89850	79800	88550	108400	80750	
Upper Quartile	34150	39850	42800	45150	43950	40650	46250	61900	64850	58050	59650	65150	65750	71150	85050	75850	75600	83200	67350	
Median	33050	33650	38450	40500	40400	39650	43250	43900	51450	53500	53400	60550	59400	61350	69150	67050	69750	72700	57300	
Lower Quartile	32100	31250	33850	35800	36250	38650	40250	41700	45300	47250	48300	53350	54150	54600	57900	60950	57950	58800	47750	
Lower Decile	29050	30400	32050	33600	31450	38050	34750	38650	40500	41700	45350	47600	46400	48900	50350	54800	48500	33900	39950	
Mean	33750	35850	38600	40550	40100	40200	43300	49200	53300	53750	54900	59950	61300	70100	74850	69100	69600	73200	60200	
Supporting Data																				
Total Number	118	78	95	218	102	264	100	241	183	767	1027	607	713	685	803	538	341	577	7456	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	63	61	4	4	11	147	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

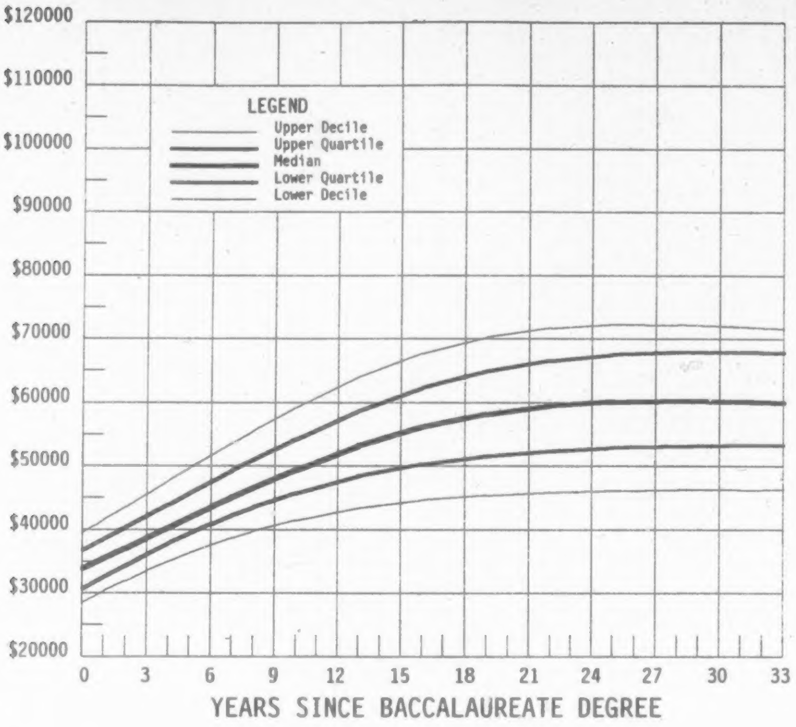
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72850	82850	91700	99000	104650	108850	111750	113650	115600	99300	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	67800	75200	80400	83700	85550	86500	87000	87200	87300	81950	3.2
Median	0	0	0	0	0	0	0	0	0	55700	60900	65100	68300	70650	72250	73350	74000	74600	68300	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47550	51750	55300	58150	60350	62000	63200	64000	64850	58800	2.8
Lower Decile	0	0	0	0	0	0	0	0	0	45800	49650	52650	54800	56300	57300	57950	58300	58650	49850	3.2
Mean	0	0	0	0	0	0	0	0	0	57900	64200	69400	73500	76500	78700	80150	81100	82000	74050	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67150	0	78600	67550	83400	93900	149850	125550	86350	93400	118050	99300	
Upper Quartile	0	0	0	0	0	0	0	65900	0	76400	65450	73000	78350	93400	86950	78950	80700	101900	81950	
Median	0	0	0	0	0	0	0	56200	0	54400	58850	66700	66150	68150	72200	75550	67700	82600	68300	
Lower Quartile	0	0	0	0	0	0	0	42550	0	43300	52800	64550	61650	63300	58900	72100	49850	72850	58800	
Lower Decile	0	0	0	0	0	0	0	41600	0	41850	51000	58700	60000	57700	54200	65050	48100	64450	49850	
Mean	0	0	0	0	0	0	0	54200	0	57400	60000	69400	73050	85750	79350	77100	70100	87800	74050	
Supporting Data																				
Total Number	0	1	1	6	2	5	4	122	6	214	251	151	185	316	606	254	225	300	2648	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	63	61	4	4	11	147	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39600	41550	43550	45600	47650	49650	51700	53650	55600	59250	64000	67700	70250	71700	72300	72250	71900	70700	67150	2.2
Upper Quartile	36750	38500	40300	42100	43900	45700	47500	49250	51000	54300	58700	62250	64850	66550	67500	67900	67900	67300	60300	2.2
Median	33850	35450	37050	38700	40300	41900	43500	45050	46550	49400	53200	56150	58200	59500	60150	60300	60200	59550	52950	2.2
Lower Quartile	30700	32550	34350	36100	37800	39350	40850	42250	43500	45750	48400	50300	51600	52400	52900	53150	53300	53350	44500	4.8
Lower Decile	28600	30350	32000	33550	35000	36350	37600	38750	39750	41500	43400	44650	45400	45900	46150	46250	46300	46350	37750	5.4
Mean	34200	35850	37500	39200	40850	42550	44150	45750	47300	50250	53950	56800	58700	59750	60100	60000	59650	58650	52600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39850	43750	45450	46450	46650	43450	49000	52350	66800	61400	66350	65600	67200	69450	73350	68950	75650	74700	67150	
Upper Quartile	34150	39700	42600	45100	43900	40650	46000	48800	64950	57300	57200	62300	63250	62050	66800	65750	74450	72300	60300	
Median	33050	33600	38350	40350	40250	39650	43050	43400	51250	53000	50800	57850	57050	55250	60150	61950	72500	58750	52950	
Lower Quartile	32100	31250	33800	35750	36200	38650	40000	39450	45100	48400	47500	51400	52500	49850	54350	55700	60600	47600	44500	
Lower Decile	29050	30400	32000	33550	31400	38050	34600	35450	40300	41500	44700	45850	45700	47650	50100	53750	55900	32900	37750	
Mean	33750	35600	38500	40400	39850	40000	43100	44100	53200	52350	53250	56800	57200	56750	61100	61950	68650	57300	52600	
Supporting Data																				
Total Number	118	77	94	212	100	259	96	120	177	553	776	456	528	369	197	284	116	277	4808	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40100	42100	44150	46250	48400	50600	52900	55200	57500	61250	69400	76250	82600	88250	92950	96750	99650	103700	80200	2.2
Upper Quartile	37100	38800	40550	42300	44100	45950	47800	49650	51500	55150	60400	65200	69400	72850	75600	77600	79000	80800	66150	2.2
Median	33900	35400	36950	38500	40100	41700	43250	44850	46400	49500	53800	57650	60900	63450	65400	66750	67650	68650	56000	2.2
Lower Quartile	31500	32900	34350	35800	37200	38600	39950	41300	42600	45050	48400	51200	53500	55250	56600	57500	58100	58650	46550	3.2
Lower Decile	27950	29900	31850	33750	35550	37200	38750	40150	41350	43300	45050	45750	45800	45550	45200	44900	44650	44450	39150	3.2
Mean	34300	35950	37600	39300	41000	42750	44450	46150	47800	51100	55750	59950	63550	66550	68900	70700	72000	73350	59150	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	39300	44050	45350	46500	46600	43450	48850	66500	67000	76100	60900	69100	69800	129800	104200	79800	85700	109350	80200	
Upper Quartile	33950	40200	42200	45150	43800	40600	45900	64300	65450	56600	56650	65050	64350	70350	83250	77000	75200	83550	66150	
Median	33050	33800	38350	40600	39750	39600	43250	43900	52450	52150	51250	60800	58700	60250	68200	66800	68950	68700	56000	
Lower Quartile	32150	31350	33500	36000	35850	38650	40650	41900	46750	43850	47750	53000	53800	54200	57550	58700	57250	57650	46550	
Lower Decile	29150	30450	31800	33900	31250	38050	35550	39500	40900	41300	45100	47100	46100	48650	49500	54300	48350	33550	39150	
Mean	33700	35900	38300	40700	39650	40100	43400	49750	54700	52850	52400	59700	60000	71000	74700	68700	68600	71800	59150	
Supporting Data																				
Total Number	113	73	84	212	93	255	77	213	147	568	794	470	564	565	643	349	302	473	5996	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	62	59	3	4	5	137	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73750	84250	93500	100950	106550	110450	113000	114550	116100	104050	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	66200	73300	78600	82150	84400	85750	86500	86900	87200	81300	3.2
Median	0	0	0	0	0	0	0	0	0	54400	59450	63650	66900	69350	71150	72350	73100	73800	67500	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47200	51150	54550	57250	59300	60850	61950	62700	63500	58350	2.8
Lower Decile	0	0	0	0	0	0	0	0	0	45900	49300	51800	53500	54550	55250	55650	55850	56050	48800	3.2
Mean	0	0	0	0	0	0	0	0	0	57950	64050	69050	72950	75750	77750	79100	79900	80700	73750	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67150	0	79000	66200	81750	92550	152350	131650	85800	90450	116600	104050	
Upper Quartile	0	0	0	0	0	0	0	65900	0	77500	59300	71200	73400	96900	85400	79250	78100	101050	81300	
Median	0	0	0	0	0	0	0	53100	0	53800	56900	66500	63450	67550	70250	76650	66250	82250	67500	
Lower Quartile	0	0	0	0	0	0	0	42500	0	42550	51850	64750	61200	62000	58150	69150	49600	72350	58350	
Lower Decile	0	0	0	0	0	0	0	41600	0	41550	50600	61150	59300	57650	49600	62750	48000	64350	48800	
Mean	0	0	0	0	0	0	0	54150	0	58600	57250	69200	70900	86550	78250	76500	68250	86550	73750	
Supporting Data																				
Total Number	0	0	1	6	1	5	1	120	5	147	171	119	140	283	512	168	206	278	2165	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	62	59	3	4	5	137	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	39250	41250	43250	45200	47100	48950	50750	52450	54100	57050	60800	63750	65900	67450	68550	69250	69700	70100	65150	3.2
Upper Quartile	36500	38250	40050	41850	43650	45450	47200	48950	50600	53700	57650	60600	62550	63550	63800	63600	63150	61950	58050	2.2
Median	33950	35500	37050	38600	40150	41700	43250	44700	46150	48900	52500	55300	57300	58550	59200	59350	59300	58700	50750	2.2
Lower Quartile	29600	31800	34000	36150	38150	40050	41750	43300	44650	46750	48500	49100	48950	48500	47950	47550	47250	46900	43000	3.2
Lower Decile	28250	30050	31800	33500	35100	36600	38000	39250	40350	42150	43900	44750	45000	45000	44850	44650	44550	44400	36350	3.2
Mean	33600	35500	37400	39250	41000	42750	44350	45850	47300	49800	52750	54800	56150	57000	57500	57800	57950	58100	50850	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39300	43950	45050	46450	46450	42850	48450	51850	67000	58150	59800	64750	66450	67550	71900	68000	75550	64800	65150	
Upper Quartile	33950	40100	42050	45150	43700	40550	45800	48600	65550	55300	55050	62250	61650	59650	66400	66350	74550	59450	58050	
Median	33050	33750	38300	40450	39650	39600	43200	43500	52200	52100	49450	57950	56550	54250	59650	61750	72900	56600	50750	
Lower Quartile	32150	31300	33450	35900	35750	38600	40550	39850	46450	47500	47200	51250	51750	49250	54450	54850	62200	33600	43000	
Lower Decile	29150	30450	31800	33800	31250	38050	35500	36550	40650	40850	44650	44950	45500	47450	48800	53550	56250	32600	36350	
Mean	33700	35750	38200	40550	39500	39900	43300	44000	54650	50850	51100	56500	56400	55350	60850	61400	69300	50850	50850	
Supporting Data																				
Total Number	113	72	83	206	92	250	76	92	142	421	623	352	425	282	131	180	96	195	3831	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53600	56050	58550	63500	70500	76650	81600	85250	87650	89000	89600	89600	85050	2.2
Upper Quartile	0	0	0	0	0	0	49300	51950	54650	59850	66950	72600	76400	78350	78800	78250	77150	74400	73550	2.2
Median	0	0	0	0	0	0	44900	46950	48950	52850	58350	63050	66750	69400	71050	71900	72250	72000	62150	2.2
Lower Quartile	0	0	0	0	0	0	42000	43550	45100	48100	52250	55800	58700	60900	62400	63400	63950	64350	54250	2.2
Lower Decile	0	0	0	0	0	0	37100	38400	39700	42250	[illegible]	49150	52000	54400	56250	57650	58650	59950	46100	2.2
Mean	0	0	0	0	0	0	45700	47700	49700	53650	59200	64000	67800	70600	72400	73400	73850	73850	64400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	49800	60400	55400	63250	75100	74050	84900	82100	89300	79100	112500	99350	85050	
Upper Quartile	0	0	0	0	0	0	47900	50100	52950	61500	73400	65750	73200	72900	87450	74650	88400	75750	73550	
Median	0	0	0	0	0	0	43350	43350	46400	55400	61750	59250	64000	63700	78550	69850	73300	74150	62150	
Lower Quartile	0	0	0	0	0	0	38400	35900	42550	53500	53900	53800	56750	57100	61650	61700	61900	72550	54250	
Lower Decile	0	0	0	0	0	0	30850	33550	38800	46900	46400	48350	49500	51100	53750	60050	56350	63850	46100	
Mean	0	0	0	0	0	0	42900	44400	47550	56350	62500	60650	66500	65800	75600	69850	78200	79550	64400	
Supporting Data																				
Total Number	4	5	10	7	7	9	22	25	36	187	169	134	139	117	146	182	32	96	1328	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	1	0	5	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

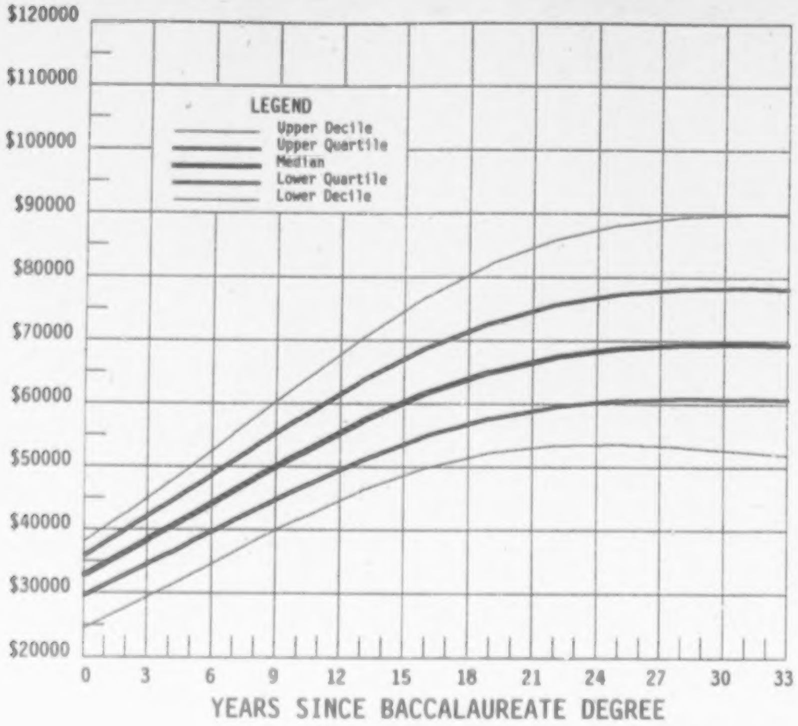
1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	61700	69700	77650	85100	91800	97500	102100	105550	110400	95600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	56900	64500	71700	78100	83300	87250	90000	91750	93400	86650	2.2
Median	0	0	0	0	0	0	0	0	0	54950	61900	68250	73650	77900	80900	82850	83900	84600	74600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52300	58350	63950	68800	72650	75550	77550	78850	80100	62550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50050	55650	60450	64150	66800	68450	69350	69750	69850	54400	2.4
Mean	0	0	0	0	0	0	0	0	0	55750	62850	69450	75250	79950	83500	85900	87450	88900	76600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	55800	91450	87700	99300	96850	89750	90950	118500	155800	95600	
Upper Quartile	0	0	0	0	0	0	0	0	0	55300	63900	77300	86250	86450	88600	75850	108800	127000	86650	
Median	0	0	0	0	0	0	0	0	0	54500	61650	68850	76050	76350	86700	74450	84250	97250	74600	
Lower Quartile	0	0	0	0	0	0	0	0	0	53650	58750	60200	66850	69800	82400	73050	75750	85250	62550	
Lower Decile	0	0	0	0	0	0	0	0	0	53150	55650	54800	61750	58800	70950	72200	72100	66400	54400	
Mean	0	0	0	0	0	0	0	0	0	54900	65500	70150	79800	78250	85500	78250	91150	105200	76600	
Supporting Data																				
Total Number	0	0	0	0	0	0	3	1	1	65	19	33	45	32	91	83	16	21	410	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	1	0	5	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	53700	56000	58250	62450	67750	71600	73900	74800	74700	73900	72850	70500	73950	2.2
Upper Quartile	0	0	0	0	0	0	50100	52450	54750	59050	64400	68100	70000	70400	69750	68450	66950	63950	66100	2.2
Median	0	0	0	0	0	0	46250	48100	49850	53250	57650	61000	63200	64400	64800	64600	64150	62800	60150	2.2
Lower Quartile	0	0	0	0	0	0	41300	42700	44100	46800	50550	53850	56600	58750	60350	61450	62150	62950	51550	2.2
Lower Decile	0	0	0	0	0	0	36400	37550	38700	40950	44200	47250	50050	52450	54450	56100	57350	59250	43750	2.2
Mean	0	0	0	0	0	0	46000	47850	49600	52950	57300	60750	63100	64500	65100	65100	64800	63750	59000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46300	0	0	0	49950	52500	55400	63600	75000	67700	71700	72150	70000	72300	74550	75650	73950	
Upper Quartile	0	0	45300	0	0	0	47650	46850	53000	62450	73500	62300	66350	66800	63450	63500	70100	74900	66100	
Median	0	0	42350	0	0	0	42400	42700	46250	60450	61850	57350	59450	60300	58950	62000	61450	73600	60150	
Lower Quartile	0	0	36650	0	0	0	36250	35650	42500	52850	53050	52000	54100	55700	53600	60500	57050	72350	51550	
Lower Decile	0	0	35350	0	0	0	30450	33450	38650	44150	45350	47600	47200	50200	50950	57100	54250	63300	43750	
Mean	0	0	41050	0	0	0	42200	43350	47450	57150	62100	57550	60150	61000	59450	62900	64200	72450	59000	
Supporting Data																				
Total Number	4	5	10	7	7	9	19	23	35	122	150	102	94	84	56	100	15	76	918	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

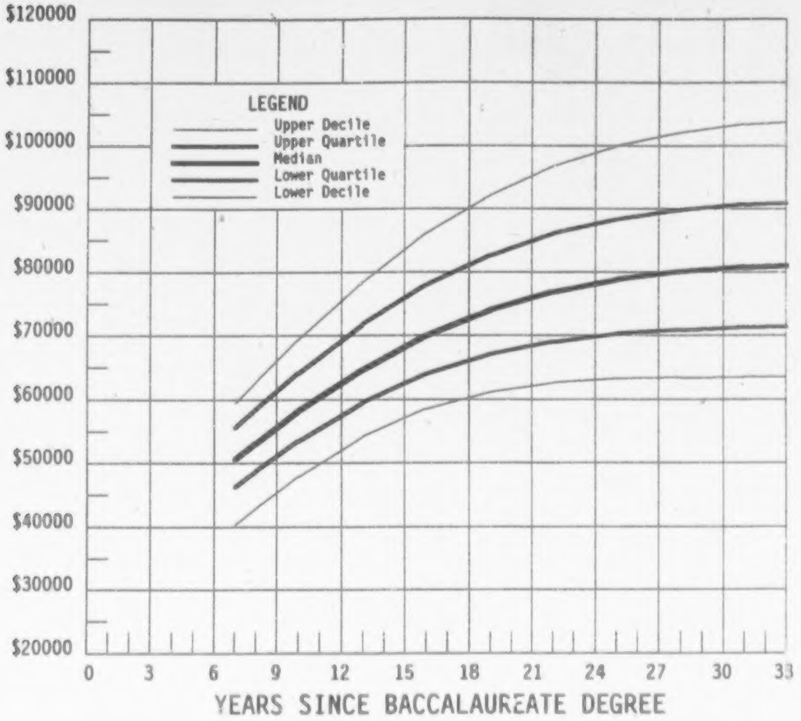
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38100	40350	42650	45000	47500	50000	52550	55150	57750	62900	70300	76850	82050	85850	88250	89550	90000	89700	79500	2.2
Upper Quartile	35900	37900	39950	42100	44250	46450	48650	50900	53100	57500	63600	68800	72800	75650	77350	78150	78350	77850	68300	2.2
Median	32850	34600	36450	38350	40250	42200	44200	46150	48100	51900	57200	61650	65050	67400	68800	69400	69500	69000	56850	2.2
Lower Quartile	29600	31200	32850	34550	36250	38000	39700	41450	43150	46500	51050	54850	57650	59500	60500	60900	60850	60200	47000	2.2
Lower Decile	24600	26150	27750	29450	31150	32900	34700	36450	38250	41650	46250	49850	52250	53400	53600	53200	52450	50650	38550	2.2
Mean	32550	34400	36250	38200	40150	42150	44200	46250	48250	52250	57800	62550	66200	68700	70200	70900	71050	70550	58450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	41500	43250	43950	46900	51150	54100	61900	55700	60750	71250	77650	80450	83600	89050	91200	94450	88850	79500	
Upper Quartile	34800	37500	39750	42050	44950	47750	50100	56450	53450	55150	63450	69350	69200	76800	79550	77850	85350	76200	68300	
Median	31700	34100	36450	38750	40950	43500	46300	48650	49850	49700	56900	62100	63200	68450	69900	68400	74250	68200	56850	
Lower Quartile	27500	30800	32900	35250	37650	39950	40750	43700	44550	45850	50950	54850	52500	59400	62000	61700	62950	60800	47000	
Lower Decile	21350	25250	27450	31700	34750	36600	37300	39600	39500	40700	44850	48050	48400	52350	53900	54500	56250	51700	38550	
Mean	31100	34150	36400	38650	41200	43700	45800	49900	48950	50250	57900	62550	63400	68800	71000	71200	75950	69800	58450	
Supporting Data																				
Total Number	494	433	492	689	673	910	884	1055	1002	3464	2594	2326	2102	2239	1636	1783	995	2525	26298	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	2	3	4	14	10	13	33	81	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	0	0	0	0	0	0	0	118	

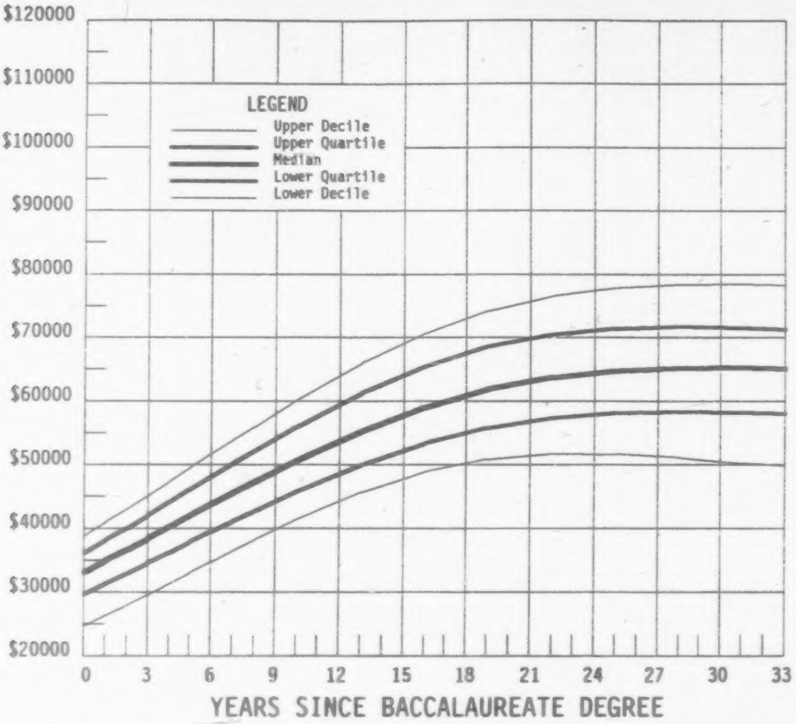
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59450	62800	69400	78450	86150	92200	96750	99950	102100	103450	104650	94650	3.2
Upper Quartile	0	0	0	0	0	0	0	55500	58450	64150	71750	77950	82650	86050	88350	89850	90750	91600	83450	3.2
Median	0	0	0	0	0	0	0	50550	53150	58150	64700	70000	74000	76850	78800	80050	80800	81500	73250	3.2
Lower Quartile	0	0	0	0	0	0	0	46250	48750	53500	59500	64000	67100	69050	70250	70900	71300	71600	63200	3.2
Lower Decile	0	0	0	0	0	0	0	40250	42900	47900	54150	58550	61200	62600	63250	63450	63500	63500	53000	3.2
Mean	0	0	0	0	0	0	0	50850	53650	59000	66100	71800	76050	79050	81050	82300	83100	83750	74550	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	47400	0	0	67450	62700	67650	83050	84150	90250	93500	99050	99200	104800	113150	94650	
Upper Quartile	0	0	0	0	46500	0	0	66400	55400	60700	74900	78500	81300	83150	89100	90450	92450	92450	83450	
Median	0	0	0	0	45600	0	0	64650	52000	52550	66100	72150	71100	77650	82750	77850	83150	79700	73250	
Lower Quartile	0	0	0	0	44750	0	0	54000	50800	48000	60550	64700	65850	70300	72050	68000	72450	72350	63200	
Lower Decile	0	0	0	0	44200	0	0	48150	50100	40150	55250	58300	61150	64200	64300	61450	63250	64950	53000	
Mean	0	0	0	0	46000	0	0	60350	54300	54300	68000	72150	74250	78550	83100	80550	84400	84950	74550	
Supporting Data																				
Total Number	6	2	3	17	100	34	35	102	115	435	604	632	627	845	571	664	500	616	5908	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	2	2	4	11	9	12	28	70	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38850	40900	43000	45150	47300	49500	51700	53850	56000	60200	65900	70650	74200	76550	77850	78400	78450	77750	70950	2.2
Upper Quartile	36100	38050	40000	42000	44050	46100	48100	50150	52150	56000	61200	65400	68500	70450	71450	71750	71600	70650	62900	2.2
Median	33150	34850	36600	38350	40150	41950	43700	45500	47250	50650	55200	59000	61800	63700	64750	65200	65250	64700	52900	2.2
Lower Quartile	29700	31300	32900	34500	36150	37800	39450	41100	42700	45800	50000	53350	55800	57350	58150	58350	58250	57500	44250	2.2
Lower Decile	24800	26350	27950	29600	31300	33000	34750	36450	38150	41400	45650	48900	50900	51750	51700	51150	50300	48450	36850	2.2
Mean	32900	34600	36400	38200	40000	41850	43650	45500	47300	50750	55400	59200	62000	63750	64700	65000	64850	64100	53800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37200	41400	43100	43950	46750	50800	53650	59400	55450	59600	66500	70050	69650	75100	77150	78150	81950	79800	70950	
Upper Quartile	34800	37500	39700	41900	43400	47350	49850	55200	53400	54500	60850	65350	65350	70050	72400	71700	74650	71300	62900	
Median	31750	34100	36450	38600	40000	43300	45950	47900	49000	49500	54550	59050	59500	62400	65650	65200	68150	65500	52900	
Lower Quartile	27500	30800	32850	35150	37050	39800	40650	43200	43650	45400	49350	53550	50750	57000	59200	60000	57850	58750	44250	
Lower Decile	21300	25350	27400	31650	34400	36500	37250	39300	39050	40950	43950	46100	47500	50200	51800	52000	52150	50600	36850	
Mean	31100	34150	36250	38500	40350	43450	45500	48800	48250	49700	54850	59000	58800	62850	65450	65650	67400	64900	53800	
Supporting Data																				
Total Number	488	431	489	672	573	876	849	953	887	3029	1990	1684	1475	1394	1065	1120	495	1910	20390	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3	1	1	6	11	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	0	0	0	0	0	0	0	118	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37850	40050	42350	44700	47100	49600	52100	54600	57150	62100	69050	74950	79450	82550	84250	84950	85000	84000	77050	2.2
Upper Quartile	35750	37700	39750	41850	44000	46150	48350	50550	52700	56950	62800	67750	71500	74000	75400	76000	76050	75300	67300	2.2
Median	32750	34550	36350	38250	40150	42050	44000	45950	47850	51600	56750	61050	64300	66500	67750	68300	68350	67750	56100	2.2
Lower Quartile	29350	30950	32600	34250	35950	37650	39400	41100	42800	46100	50650	54350	57150	59000	60000	60350	60300	59650	46200	2.2
Lower Decile	24450	26000	27600	29250	30950	32700	34450	36200	37950	41300	45850	49400	51750	52950	53150	52750	52050	50300	37750	2.2
Mean	32350	34150	36000	37900	39850	41850	43850	45850	47850	51700	57100	61600	64950	67250	68500	68950	68950	68200	57200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36750	41000	42650	43800	46700	49000	53950	62450	55500	59600	70750	77050	75900	79800	86350	84450	92850	83200	77050	
Upper Quartile	34700	37300	39350	41900	44950	46250	50150	57150	53350	54150	62950	68550	68000	75400	77250	75000	83500	73800	67300	
Median	31550	34000	36150	38650	40850	42800	46600	48950	49900	49300	56150	61700	62550	67400	68850	67100	73450	67000	56100	
Lower Quartile	27400	30700	32250	34950	37350	39250	40600	43700	44450	45200	50250	54600	52400	58850	61550	61300	61350	60150	46200	
Lower Decile	21250	25300	27250	31500	34400	36050	37300	39450	39150	40200	44350	47400	48750	51950	53600	53450	55850	51200	37750	
Mean	30850	33900	35750	38400	41000	42600	45800	50200	48750	49500	57100	62000	62300	67150	69800	69150	73750	67450	57200	
Supporting Data																				
Total Number	478	418	433	595	564	700	753	897	814	2945	2074	1934	1597	1868	1326	1545	826	2185	21952	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	4	7	4	4	19	40	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	0	0	0	0	0	0	0	118	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59350	62650	68950	77300	83900	88800	92200	94450	95850	96700	97400	91000	3.2
Upper Quartile	0	0	0	0	0	0	0	54950	57800	63250	70400	76150	80450	83500	85550	86850	87650	88350	82050	3.2
Median	0	0	0	0	0	0	0	50050	52550	57400	63800	69000	72950	75800	77750	79050	79850	80550	72150	3.2
Lower Quartile	0	0	0	0	0	0	0	46750	49300	54000	59800	63900	66550	68050	68900	69300	69500	69600	62100	3.2
Lower Decile	0	0	0	0	0	0	0	40300	42900	47750	53750	57950	60500	61850	62450	62650	62750	62700	51050	3.2
Mean	0	0	0	0	0	0	0	50700	53400	58550	65300	70600	74450	77100	78850	79950	80550	81100	72600	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46900	0	0	67500	60250	66400	82800	84100	88150	86350	93350	97250	95150	103600	91000	
Upper Quartile	0	0	0	0	46400	0	0	66600	52850	58750	73450	79550	79850	80250	87500	84600	91250	88150	82050	
Median	0	0	0	0	45550	0	0	65150	51800	49900	65500	72500	71300	77100	81950	75000	82400	78550	72150	
Lower Quartile	0	0	0	0	44750	0	0	55150	50700	47400	60300	66100	66800	69850	71050	64550	70700	70650	62100	
Lower Decile	0	0	0	0	44250	0	0	48400	50050	39650	54150	57600	60750	63800	63850	61100	62000	64200	51050	
Mean	0	0	0	0	45950	0	0	61250	53250	52550	67200	72400	73600	76600	80900	77150	81800	82250	72600	
Supporting Data																				
Total Number	6	2	1	12	94	27	23	86	101	343	444	447	341	599	401	518	408	456	4310	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	0	4	5	3	4	18	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38300	40400	42500	44700	46900	49100	51350	53550	55700	59850	65450	69900	73000	74900	75750	75850	75500	74200	70600	2.2
Upper Quartile	35850	37800	39750	41750	43800	45800	47850	49900	51900	55750	60950	65150	68200	70100	71050	71300	71100	70100	62950	2.2
Median	32950	34650	36400	38150	39950	41750	43600	45400	47150	50550	55150	58950	61750	63550	64550	64900	64900	64250	52900	2.2
Lower Quartile	29400	30950	32550	34200	35800	37450	39100	40750	42350	45450	49650	53050	55550	57150	57950	58200	58150	57400	43850	2.2
Lower Decile	24600	26150	27750	29350	31050	32750	34450	36150	37800	41050	45300	48550	50600	51500	51600	51100	50300	48500	36200	2.2
Mean	32550	34250	36050	37850	39700	41550	43400	45200	47000	50500	55150	58900	61600	63300	64100	64300	64100	63150	53450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36750	40900	42650	43800	46450	48650	53750	59650	55350	58850	65550	69700	69350	74800	76100	75750	76450	75300	70600	
Upper Quartile	34700	37300	39350	41800	43250	45950	50000	55900	53450	53800	60750	65250	65600	69950	71900	71100	74150	70500	62950	
Median	31600	33950	36150	38500	39750	42600	46400	48200	49000	49200	54050	59150	60550	62350	65450	64900	66750	64850	52900	
Lower Quartile	27400	30700	32250	34850	36600	39100	40550	43200	43400	44900	48150	53600	51450	57050	59200	59800	57400	58200	43850	
Lower Decile	21200	25300	27250	31500	34050	35800	37300	39150	38700	40500	43300	45950	47800	50300	51800	51900	51700	50400	36200	
Mean	30850	33900	35750	38300	40000	42350	45600	49050	48100	49100	54350	58900	59250	62700	64950	65100	65950	63550	53450	
Supporting Data																				
Total Number	473	416	432	583	470	673	729	812	712	2602	1830	1487	1256	1269	925	1027	418	1729	17642	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	0	1	4	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	0	0	0	0	0	0	0	118	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43450	45900	48400	51050	53750	56500	59350	65200	74100	82750	90650	97500	103000	107150	110050	113550	89400	2.2
Upper Quartile	0	0	40900	43000	45200	47500	49800	52150	54500	59300	66450	73150	79100	84050	87850	90650	92550	94750	73950	2.2
Median	0	0	37750	39650	41550	43500	45500	47500	49500	53500	59300	64550	69100	72700	75400	77300	78500	79700	59700	2.2
Lower Quartile	0	0	34250	35900	37600	39300	41000	42700	44400	47750	52450	56600	60000	62550	64300	65450	66050	66450	49400	2.2
Lower Decile	0	0	29950	31650	33400	35150	36900	38650	40450	43850	48500	52250	54900	56450	57100	57100	56700	55450	42200	2.2
Mean	0	0	37600	39550	41500	43550	45650	47750	49900	54150	60400	66100	71050	75000	77950	79950	81250	82500	63550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46350	45800	49950	52600	54900	56750	57100	65200	75700	79100	88250	98250	105250	111000	113650	112300	89400	
Upper Quartile	0	0	42500	43000	44450	51550	49650	52900	53650	59300	66000	72350	75600	86200	89000	94100	93500	94600	73950	
Median	0	0	38500	39750	41400	48900	44600	46900	49400	54000	58700	63950	65150	74500	75800	79000	80950	80700	59700	
Lower Quartile	0	0	36050	36850	38650	42450	41500	43500	44500	48250	53950	57100	52150	63750	64700	68000	68500	69750	49400	
Lower Decile	0	0	34500	34450	36950	39600	372[illegible]0	41050	41100	43850	49450	50250	48000	56350	55950	58650	60500	60400	42200	
Mean	0	0	39950	40100	42250	47200	45550	48000	49500	54200	60950	64900	66250	76200	79000	82500	84000	83700	63550	
Supporting Data																				
Total Number	16	15	58	94	109	206	124	150	177	476	478	364	479	334	273	191	144	297	3985	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	2	0	6	4	5	9	28	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68800	79050	88700	97250	104400	110050	114250	117200	120350	104250	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	63500	72100	79850	86400	91600	95450	98200	100000	102000	88350	2.8
Median	0	0	0	0	0	0	0	0	0	57150	64400	70700	75900	79900	82850	84900	86250	87650	75350	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	53600	60200	65350	69050	71550	73150	74100	74650	75150	65350	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	49400	56600	61650	64600	66050	66600	66750	66700	66550	58450	3.2
Mean	0	0	0	0	0	0	0	0	0	59100	67000	73750	79150	83200	86050	88000	89200	90300	78850	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	61350	0	70450	84750	83550	92000	105450	115900	117350	119800	120000	104250	
Upper Quartile	0	0	0	0	0	0	0	58100	0	65600	77350	76450	82350	89950	96900	100000	104600	105000	88350	
Median	0	0	0	0	0	0	0	54050	0	59400	66700	70400	69450	81450	86500	88250	89000	87350	75350	
Lower Quartile	0	0	0	0	0	0	0	50500	0	56150	61550	63150	65350	71850	76050	76900	78100	74500	65350	
Lower Decile	0	0	0	0	0	0	0	47300	0	51850	57500	60100	61600	64850	66750	68600	69750	69300	58450	
Mean	0	0	0	0	0	0	0	54200	0	60900	70600	71000	74500	82800	89050	90800	92700	91800	78850	
Supporting Data																				
Total Number	0	0	1	5	6	7	9	15	12	91	148	177	273	226	148	118	79	144	1460	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	2	0	6	4	4	7	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44450	46450	48550	50600	52700	54850	56950	61100	67050	72400	76950	80600	83350	85300	86600	88000	72300	2.2
Upper Quartile	0	0	41850	43600	45350	47150	48950	50750	52500	56000	60950	65400	69200	72300	74650	76350	77500	78900	61200	2.2
Median	0	0	38800	40300	41850	43350	44900	46400	47850	50700	54700	58150	61000	63250	64900	66050	66800	67600	52350	2.2
Lower Quartile	0	0	34800	36350	37900	39450	41000	42550	44050	46900	50750	53900	56200	57750	58650	59050	59150	58750	45600	2.2
Lower Decile	0	0	30750	32350	33950	35600	37200	38800	40350	43300	47100	49950	51750	52550	52650	52300	51700	50250	39900	2.2
Mean	0	0	38450	40100	41800	43450	45100	46800	48400	51600	56050	59950	63100	65550	67300	68450	69150	69800	54750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46200	45950	50150	52550	52250	55600	55850	62850	67450	71100	69850	78050	82750	84900	89850	94550	72300	
Upper Quartile	0	0	42000	42900	43850	51500	48800	51450	52850	57800	60900	65650	59950	68450	74500	76650	83200	86150	61200	
Median	0	0	38400	39350	41100	48750	43850	46350	48800	52350	55550	58400	49750	61600	65900	67950	71200	74250	52350	
Lower Quartile	0	0	36000	36750	38550	42300	41300	43100	44150	47200	52750	53150	48100	54450	57800	60450	62550	64500	45600	
Lower Decile	0	0	34450	34300	36900	39550	37000	40350	40900	42550	47450	47150	47150	47350	51200	52600	54800	56500	39900	
Mean	0	0	39850	40000	42000	47050	44650	47300	48550	52650	56650	59150	55300	62200	67050	69100	73350	76000	54750	
Supporting Data																				
Total Number	16	15	57	89	103	198	115	135	165	385	330	187	206	108	124	73	65	153	2524	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

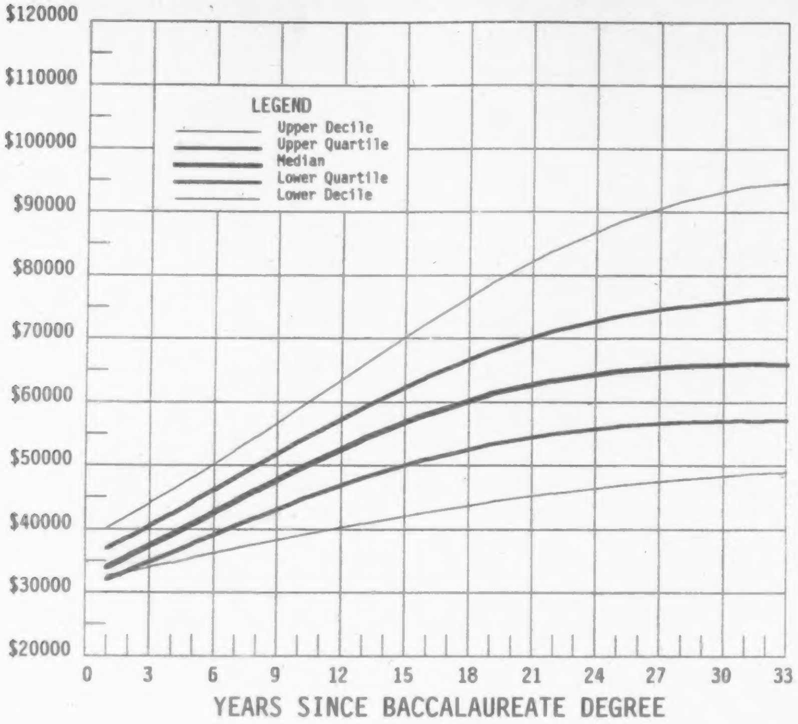
1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61300	67950	78350	88700	98400	106850	113750	118900	122550	126750	103500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	57150	63250	72350	80800	88000	93450	97100	99200	100100	100050	88700	2.2
Median	0	0	0	0	0	0	0	0	50800	56000	63800	70950	76950	81550	84600	86400	87250	87250	76300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	44450	49100	56050	62500	68000	72250	75250	77000	77950	78200	61200	2.2
Lower Decile	0	0	0	0	0	0	0	0	39100	44050	51550	58400	63800	67400	69200	69600	69100	66900	51050	2.2
Mean	0	0	0	0	0	0	0	0	51150	56650	64950	72800	79550	84850	88550	90850	92050	92500	77600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	66550	73050	75550	88000	93100	105000	99800	118700	145900	131000	103500	
Upper Quartile	0	0	0	0	0	0	0	0	64400	64450	70000	79500	87350	91250	93500	99350	115950	97500	88700	
Median	0	0	0	0	0	0	0	0	53750	56700	64100	65850	79750	80450	81900	88600	91250	86250	76300	
Lower Quartile	0	0	0	0	0	0	0	0	48400	49750	56200	57650	71850	71750	71000	77750	81400	79000	61200	
Lower Decile	0	0	0	0	0	0	0	0	46150	46650	52150	53600	58750	65950	60650	72250	76850	69550	51050	
Mean	0	0	0	0	0	0	0	0	55150	59200	63900	69050	78700	83000	83250	92200	100750	93000	77600	
Supporting Data																				
Total Number	0	0	2	0	0	4	8	8	11	44	42	29	26	37	37	46	25	43	361	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	5	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67250	76500	85050	92350	98000	101950	104300	105550	106000	91950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61800	69750	76800	82450	86500	88950	90150	90450	89700	80800	2.2
Median	0	0	0	0	0	0	0	0	0	54600	61400	67550	72700	76650	79350	80950	81800	82100	67450	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	47600	53750	59450	64400	68350	71300	73200	74400	75350	55700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	43700	51100	57650	62650	65700	66950	66850	66000	63350	48700	2.2
Mean	0	0	0	0	0	0	0	0	0	55600	62950	69600	75200	79350	82150	83750	84500	84450	69950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72150	74800	79550	87000	97550	99350	99750	94600	117800	91950	
Upper Quartile	0	0	0	0	0	0	0	0	0	64500	70100	71950	79100	82950	88900	88150	91800	93100	80800	
Median	0	0	0	0	0	0	0	0	0	57200	60750	61700	73050	75200	81400	77250	86550	83700	67450	
Lower Quartile	0	0	0	0	0	0	0	0	0	49600	54250	55800	59500	67750	68650	72350	78600	77500	55700	
Lower Decile	0	0	0	0	0	0	0	0	0	46500	51600	51750	56900	64600	65500	65050	68200	66350	48700	
Mean	0	0	0	0	0	0	0	0	0	59250	62500	63250	71050	76850	83750	80700	85400	88650	69950	
Supporting Data																				
Total Number	0	0	0	0	0	4	5	6	10	42	31	20	12	18	15	19	12	28	223	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

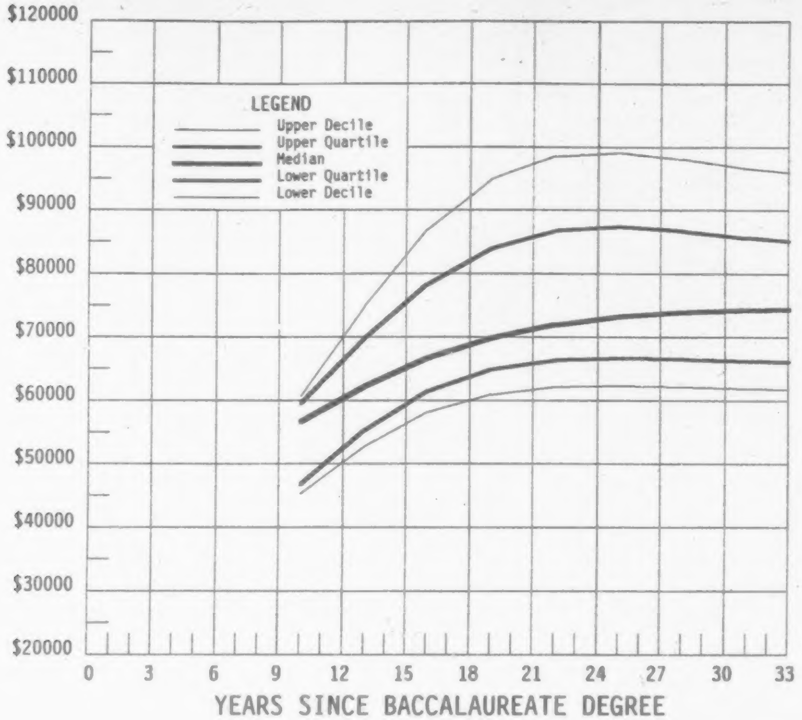
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	40250	42150	44100	46100	48150	50250	52400	54550	59050	65800	72450	78600	84000	88400	91750	94050	96250	74500	3.2
Upper Quartile	0	36950	38750	40550	42400	44300	46200	48100	50000	53800	59150	63950	68000	71200	73500	75100	76100	77050	63000	2.2
Median	0	34000	35650	37400	39100	40850	42600	44350	46100	49450	54150	58100	61250	63450	64900	65700	66050	66000	52350	2.2
Lower Quartile	0	32100	33450	34900	36300	37700	39100	40500	41850	44450	48050	51000	53350	55050	56200	56850	57150	57300	43250	2.2
Lower Decile	0	32550	33300	34050	34750	35500	36250	36950	37650	39000	40950	42700	44300	45650	46850	47850	48650	49850	36700	2.2
Mean	0	34800	36450	38100	39750	41450	43150	44850	46550	49900	54600	58800	62300	65050	67100	68450	69300	70150	55100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	37950	43300	48600	44550	46050	45950	52150	52250	59000	67450	67950	73100	135750	80700	81450	88900	90600	74500	
Upper Quartile	0	33100	41900	41600	43150	42300	42400	50200	49500	53250	62500	61850	65400	72450	70650	72100	80600	78850	63000	
Median	0	31400	36000	38450	41700	40050	39600	43350	47700	50250	56650	56100	60350	60350	60500	65700	71000	68700	52350	
Lower Quartile	0	30650	34600	35250	38450	38700	31850	38950	43850	46450	51150	51350	51750	53550	46150	59000	64500	61000	43250	
Lower Decile	0	30200	33050	34300	34850	37550	30700	36650	40250	39700	46850	45400	47900	31550	40100	56700	58650	55800	36700	
Mean	0	32850	37800	39550	40900	40800	38850	44200	47000	49900	57300	57100	60350	70000	68700	67300	73050	71400	55100	
Supporting Data																				
Total Number	36	167	298	408	226	246	317	451	273	1258	1108	469	619	653	594	471	333	612	8540	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	83	1	0	3	8	95	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

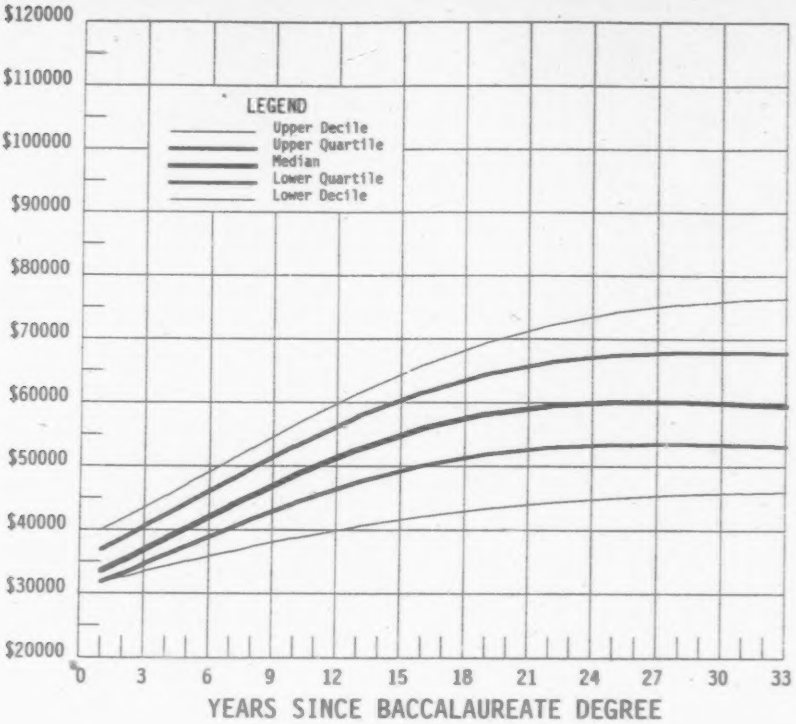
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	60650	74850	86900	94850	98550	99150	98100	96600	94050	93050	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	59400	69850	78300	83950	86700	87350	86700	85650	83450	78700	2.6
Median	0	0	0	0	0	0	0	0	0	56600	62200	66650	69850	72000	73250	74000	74350	74650	65850	2.8
Lower Quartile	0	0	0	0	0	0	0	0	0	46750	55350	61450	64900	66350	66650	66500	66250	65900	60300	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	45200	52800	58100	60950	62150	62350	62150	61900	61550	44650	3.2
Mean	0	0	0	0	0	0	0	0	0	53900	63600	71050	75750	78100	78800	78650	78250	77500	71050	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	63300	66050	86150	83100	161900	92250	86300	91850	98600	93050	
Upper Quartile	0	0	0	0	0	0	0	0	0	61850	63200	75550	72050	142300	81550	76200	83300	86500	78700	
Median	0	0	0	0	0	0	0	0	0	57050	61650	65450	63500	86450	74250	67550	73800	76450	65850	
Lower Quartile	0	0	0	0	0	0	0	0	0	45950	60050	58250	61600	69150	65950	65350	65600	67600	60300	
Lower Decile	0	0	0	0	0	0	0	0	0	44750	55350	55300	60450	62000	61650	64050	60150	62250	44650	
Mean	0	0	0	0	0	0	0	0	0	54700	61700	68100	68250	103400	75900	71900	75950	80250	71050	
Supporting Data																				
Total Number	0	0	83	83	2	6	2	13	8	217	148	81	199	218	178	227	205	236	1905	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	83	1	0	3	8	95	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	39950	41750	43550	45400	47300	49150	51000	52850	56450	61500	65900	69450	72200	74150	75450	76200	76900	66350	2.2
Upper Quartile	0	36950	38700	40550	42400	44250	46100	47900	49700	53150	57800	61600	64450	66350	67450	67900	67900	67400	57550	2.2
Median	0	33500	35200	36900	38600	40350	42050	43750	45400	48550	52700	55950	58200	59500	60050	60050	59750	58700	50000	2.2
Lower Quartile	0	31750	33150	34600	36050	37500	38950	40300	41700	44200	47550	50100	51900	52950	53400	53500	53300	52600	41350	2.2
Lower Decile	0	31750	32600	33450	34300	35100	35850	36600	37350	38750	40550	42100	43350	44350	45050	45600	45950	46350	35450	2.2
Mean	0	34650	36250	37850	39450	41000	42600	44150	45700	48600	52450	55600	57950	59500	60400	60800	60900	60500	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	37950	40900	48900	44600	45600	45700	51950	51750	55000	67550	63950	68250	67650	70550	74500	81250	80850	66350	
Upper Quartile	0	33100	37250	47150	43150	42100	42300	50000	49350	52450	61900	59850	62700	61550	63100	68100	73750	72150	57550	
Median	0	31400	35200	36700	41650	40000	39550	43150	47650	50050	54900	54900	55500	55150	53600	59350	67550	65350	50000	
Lower Quartile	0	30650	34200	34950	38450	38700	31850	38500	43750	47000	50800	50300	49100	48600	44600	57250	62950	58100	41350	
Lower Decile	0	30200	32450	34150	34850	37450	30700	36600	40150	37950	46200	44500	47400	31050	39450	55850	56250	52400	35450	
Mean	0	32850	36000	39550	40850	40650	38750	43900	46700	48950	56600	54800	56600	53300	54250	63000	68450	65850	50500	
Supporting Data																				
Total Number	36	167	216	326	225	241	315	438	265	1041	959	388	420	435	417	244	129	376	6635	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	37400	39350	41300	43300	45350	47450	49550	51700	55950	62150	67900	72900	77000	80100	82350	83800	85450	69050	2.2
Upper Quartile	0	36050	37750	39500	41300	43100	44900	46700	48500	52050	57100	61600	65400	68350	70500	72000	72900	73800	58400	2.2
Median	0	34550	36000	37450	38950	40400	41850	43350	44800	47600	51550	55050	57950	60300	62050	63250	64100	65050	49250	2.2
Lower Quartile	0	32550	33700	34800	35900	36950	38050	39100	40100	42050	44700	46900	48700	50100	51100	51800	52200	52700	40850	2.2
Lower Decile	0	31500	32250	33050	33800	34550	35300	36050	36800	38250	40350	42300	44100	45700	47100	48300	49250	50750	34950	2.2
Mean	0	34300	35750	37250	38700	40200	41750	43250	44700	47650	51750	55450	58600	61150	63100	64500	65450	66600	50950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35700	43450	40400	43800	46300	44400	51900	49950	54000	65300	66850	71250	81000	78450	83150	86550	83400	69050	
Upper Quartile	0	32000	42450	39250	42900	42700	41250	50000	49050	51650	58500	59600	62250	66650	68950	75200	77950	73750	58400	
Median	0	31300	40250	36350	41450	40100	39250	43050	47650	48550	52500	54700	54250	56500	59600	68750	68700	65700	49250	
Lower Quartile	0	30600	34700	34900	37550	38200	31650	38250	43500	44450	50350	50250	48700	31750	46800	60900	62000	58900	40850	
Lower Decile	0	30200	32400	34150	34150	35300	30650	36700	39950	37450	45700	44050	47400	30700	45050	56550	57450	53500	34950	
Mean	0	32050	38650	36950	40100	40400	38100	43850	46200	47650	54100	55600	56950	54950	60650	69150	70700	67200	50950	
Supporting Data																				
Total Number	33	157	200	302	179	125	275	392	203	780	696	303	301	294	342	162	208	385	5336	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	58900	73500	84200	89800	91550	91150	90150	89150	88000	85400	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	51650	64100	73600	79200	81550	82000	81650	81150	80500	75900	3.2
Median	0	0	0	0	0	0	0	0	0	46350	56850	64850	69600	71700	72250	72100	71750	71300	65600	3.2
Lower Quartile	0	0	0	0	0	0	0	0	0	45300	53500	59500	63000	64700	65200	65250	65100	64850	51500	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	44400	51600	56600	59400	60600	60900	60800	60650	60350	41850	3.2
Mean	0	0	0	0	0	0	0	0	0	48950	59800	67800	72400	74350	74650	74350	73950	73400	65150	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	58400	76200	86850	90450	93150	86650	85700	89300	92000	85400	
Upper Quartile	0	0	0	0	0	0	0	0	0	51500	64300	76150	78050	83800	79500	78750	81650	82400	75900	
Median	0	0	0	0	0	0	0	0	0	46050	59200	65550	69550	70700	70750	72000	71350	72700	65600	
Lower Quartile	0	0	0	0	0	0	0	0	0	45050	56250	57900	63000	65150	64250	66400	63950	65700	51500	
Lower Decile	0	0	0	0	0	0	0	0	0	44400	52350	54950	60450	60700	61150	61450	59250	61000	41850	
Mean	0	0	0	0	0	0	0	0	0	48750	61300	68200	72400	74800	73400	73250	73250	75050	65150	
Supporting Data																				
Total Number	0	0	83	83	0	6	1	2	6	114	43	55	61	85	122	109	153	171	1092	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36750	38700	40700	42750	44800	46850	48900	50950	54800	60050	64200	67150	68900	69700	69800	69450	68200	60800	2.2
Upper Quartile	0	34550	36450	38350	40300	42250	44200	46100	48000	51600	56300	59850	62200	63400	63650	63350	62700	61050	53050	2.2
Median	0	33250	34850	36500	38150	39800	41400	43000	44500	47400	51050	53750	55500	56400	56600	56350	55900	54650	47550	2.2
Lower Quartile	0	31450	32750	34050	35300	36550	37750	38950	40050	42100	44700	46550	47750	48350	48500	48400	48100	47300	39150	2.2
Lower Decile	0	30500	31500	32500	33450	34400	35350	36200	37050	38650	40650	42150	43250	44000	44400	44550	44550	44400	33800	2.2
Mean	0	33400	34950	36550	38150	39700	41300	42800	44300	47100	50700	53450	55300	56350	56750	56700	56400	55450	47250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35700	41000	39700	43800	45100	44300	51850	49850	53100	65050	61750	63050	64900	66650	71500	74250	71700	60800	
Upper Quartile	0	32000	38600	37200	42900	42450	41200	50000	49000	51650	58050	57500	57150	59050	59500	66150	68650	66800	53050	
Median	0	31300	35500	35450	41450	40000	39250	43050	47550	49050	52300	53550	50750	48900	52750	59450	64100	60900	47550	
Lower Quartile	0	30600	33050	34550	37550	38150	31650	38150	43350	43400	50250	48750	48300	31250	45750	56350	57750	56250	39150	
Lower Decile	0	30200	31400	34050	34150	35050	30650	36700	39850	37200	45500	43050	47250	30500	44650	51450	53100	47500	33800	
Mean	0	32050	35950	36000	40100	40150	38050	43800	46050	47450	53650	52850	53100	46900	53550	60700	63650	60950	47250	
Supporting Data																				
Total Number	33	157	117	220	179	119	274	390	198	666	653	248	241	209	219	53	56	214	4245	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41600	43650	45750	47900	50050	52250	54450	58750	64900	70400	74950	78500	81000	82600	83550	84300	72600	2.2
Upper Quartile	0	0	37800	39900	42050	44250	46500	48700	50900	55250	61200	66100	69700	72000	73100	73350	73100	71850	63900	2.2
Median	0	0	36500	38450	40400	42350	44300	46250	48200	51900	56800	60600	63250	64750	65250	65150	64700	63250	57950	2.2
Lower Quartile	0	0	35500	37100	38700	40300	41850	43400	44900	47700	51250	53900	55700	56600	56900	56750	56350	55250	47600	2.2
Lower Decile	0	0	34650	35950	37300	38600	39850	41050	42250	44450	47200	49300	50700	51500	51850	51850	51650	51050	39500	2.2
Mean	0	0	37350	39150	40950	42750	44600	46400	48200	51650	56400	60300	63250	65300	66500	67050	67150	66750	57350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	39500	46550	48150	45550	50500	56500	54250	62450	63550	68950	71800	80650	78800	75250	86500	96750	72600	
Upper Quartile	0	0	35700	43700	44400	41000	46650	51000	51600	59600	62550	63800	65800	68850	68250	67650	80400	85750	63900	
Median	0	0	35100	42000	42500	40000	43450	46000	47700	53900	60850	58550	62100	61600	55600	65850	71800	72300	57950	
Lower Quartile	0	0	34550	36550	40800	39000	41050	40650	44250	48750	55550	53750	58450	57000	39800	64000	67700	64500	47600	
Lower Decile	0	0	34200	34450	38850	38400	36600	34400	40650	47150	50250	47950	51800	51950	38750	57150	61800	57350	39500	
Mean	0	0	35900	40950	43400	41000	43300	46050	47950	53850	58700	59150	62700	63800	56650	66550	73650	77000	57350	
Supporting Data																				
Total Number	2	8	98	23	45	120	41	54	59	375	297	134	275	149	201	171	69	133	2253	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64150	66950	70600	75000	80000	85550	91400	97150	108850	83950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62500	63800	65650	68050	70850	73850	76950	79950	85700	71900	2.2
Median	0	0	0	0	0	0	0	0	0	60800	61300	62550	64450	66750	69350	72100	74800	80050	63750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	59400	59650	60550	61950	63650	65600	67650	69600	73350	61500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57550	58050	59000	60200	61600	63150	64700	66150	68850	60100	2.2
Mean	0	0	0	0	0	0	0	0	0	60850	62100	64000	66350	69100	72100	75200	78150	83900	68500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68750	0	63650	63900	79450	78150	88450	93700	78000	95300	134050	83950	
Upper Quartile	0	0	0	0	0	0	0	58150	0	62950	63150	74200	66450	82850	81450	67550	82950	97850	71900	
Median	0	0	0	0	0	0	0	53950	0	61750	61950	63600	62850	72150	77250	66300	76200	86850	63750	
Lower Quartile	0	0	0	0	0	0	0	51000	0	60600	60750	58450	61350	62950	70950	65050	68750	77450	61500	
Lower Decile	0	0	0	0	0	0	0	49000	0	58200	60050	55700	60450	58450	62650	64300	64400	72450	60100	
Mean	0	0	0	0	0	0	0	55550	0	61400	62050	66600	66050	73250	77800	68900	77400	93600	68500	
Supporting Data																				
Total Number	0	0	0	0	2	0	2	10	1	101	104	23	133	44	38	107	30	44	639	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	41250	43050	44900	46800	48650	50550	52400	56100	61300	65900	69750	72800	75100	76650	77650	78650	67500	2.2
Upper Quartile	0	0	37100	39150	41200	43300	45400	47500	49600	53650	59050	63450	66500	68250	69000	68950	68500	67050	60750	2.2
Median	0	0	36600	38350	40150	41900	43600	45300	46850	49800	53350	55750	56950	57250	56850	56050	55150	53250	53050	2.2
Lower Quartile	0	0	35450	36950	38450	39950	41400	42800	44100	46500	49450	51400	52500	52850	52700	52200	51550	50200	43350	2.2
Lower Decile	0	0	34850	36000	37150	38250	39350	40350	41350	43150	45350	46950	48000	48600	48800	48700	48550	47950	38600	2.2
Mean	0	0	37100	38800	40450	42150	43800	45450	47050	50050	54000	57100	59300	60600	61200	61300	61100	60250	52950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	39500	46550	48300	45550	50650	52300	53950	55750	63250	66950	69450	69350	70000	73950	85300	86550	67500	
Upper Quartile	0	0	35700	43700	44600	41000	46250	48050	51500	54550	61950	62600	65450	64300	63050	68950	75200	74550	60750	
Median	0	0	35100	42000	42500	40000	43300	44400	47650	50450	59250	57750	59000	59300	40950	61900	70450	67050	53050	
Lower Quartile	0	0	34550	36550	40700	39000	40800	38900	44200	48100	53200	52400	53700	55650	39500	56900	66000	59900	43350	
Lower Decile	0	0	34200	34450	38800	38400	36500	33800	40800	46500	46900	47350	47950	50850	38600	51600	59200	56250	38600	
Mean	0	0	35900	40950	43400	41000	43050	43750	47550	51100	56900	57600	59550	59850	51750	62650	70800	68700	52950	
Supporting Data																				
Total Number	2	8	98	23	44	120	39	43	58	273	193	111	142	105	163	65	39	89	1614	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	44900	58150	80250	99100	109000	110350	107250	103100	99650	95750	112200	3.2
Upper Quartile	0	0	0	0	0	0	0	0	42300	55750	77450	93650	99550	97800	93400	89100	86000	82900	78400	3.2
Median	0	0	0	0	0	0	0	0	54750	58100	62400	65650	67850	69050	69500	69400	69000	67850	65000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	56300	55850	55800	56350	57400	58750	60350	62000	63600	56700	54450	2.2
Lower Decile	0	0	0	0	0	0	0	0	52700	52500	52700	53500	54700	56200	57900	59650	61350	64600	50250	2.2
Mean	0	0	0	0	0	0	0	0	45500	55550	69250	78200	81700	81550	79900	78050	76600	75100	73100	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	66700	55750	79450	72300	79450	162300	93800	86200	96550	98150	112200	
Upper Quartile	0	0	0	0	0	0	0	0	64800	52650	78600	66100	73700	143300	83800	71200	88100	86950	78400	
Median	0	0	0	0	0	0	0	0	55550	51750	77250	61900	67800	68250	74450	59300	75400	75900	65000	
Lower Quartile	0	0	0	0	0	0	0	0	53700	50900	65650	55950	63350	54900	67450	57650	67200	71400	54450	
Lower Decile	0	0	0	0	0	0	0	0	45950	50350	57750	53850	59200	53750	60250	56650	65050	67550	50250	
Mean	0	0	0	0	0	0	0	0	57100	53000	72900	62600	69000	95550	76900	66050	81150	80700	73100	
Supporting Data																				
Total Number	2	2	1	83	2	2	2	5	10	103	115	31	43	210	52	138	56	94	950	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	83	0	0	3	1	86	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

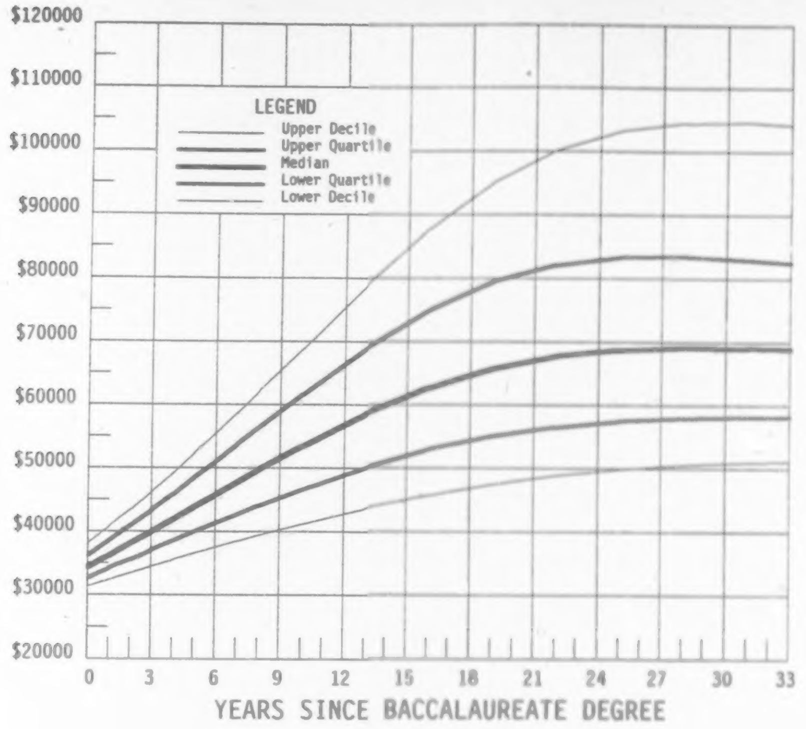
1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	166600	123350	112050	111900	129000	164900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	159900	102050	89550	89550	109550	149750	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	0	0	146500	97400	84400	81800	89600	123250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	132700	87850	76350	74300	82700	84500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	125350	81000	69950	68000	76000	73850	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	0	0	144100	98700	87100	85750	97550	117400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	169650	109400	101900	131900	121200	164900	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	161650	94650	89900	94250	106700	149750	
Median	0	0	0	0	0	0	0	0	0	0	0	0	0	148300	88650	87000	85650	87500	123250	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	134950	77950	77250	80350	79750	84500	
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	126950	74800	67700	73450	73650	73850	
Mean	0	0	0	0	0	0	0	0	0	0	0	0	0	146200	89050	86700	92750	94150	117400	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	2	1	2	3	6	88	18	12	22	21	175	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	83	0	0	3	1	86	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	58650	67600	74100	78000	80050	80900	81150	81150	81050	79000	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59400	62600	65400	67750	69700	71200	72400	73250	74450	73050	2.2
Median	0	0	0	0	0	0	0	0	0	59550	60150	60900	61700	62600	63500	64350	65100	66400	59300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56300	56600	57250	58100	59150	60250	61400	62400	64350	53250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53350	53500	54150	55100	56350	57750	59200	60550	63150	49650	2.2
Mean	0	0	0	0	0	0	0	0	0	58950	60500	62050	63550	65050	66450	67750	68850	70700	63150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	55050	79450	67750	75450	71000	83150	78300	90850	92150	79000	
Upper Quartile	0	0	0	0	0	0	0	0	0	52600	78650	63850	72950	62050	75200	68250	75800	83100	73050	
Median	0	0	0	0	0	0	0	0	0	51750	77250	61300	67650	55200	69850	59000	72450	74400	59300	
Lower Quartile	0	0	0	0	0	0	0	0	0	50850	67350	55550	63250	54100	65100	57500	65950	70250	53250	
Lower Decile	0	0	0	0	0	0	0	0	0	50350	58450	53700	59600	53450	58650	56600	64500	66450	49650	
Mean	0	0	0	0	0	0	0	0	0	52950	73200	60850	68000	58750	70550	64150	73650	76850	63150	
Supporting Data																				
Total Number	2	2	1	83	2	2	2	5	9	101	113	28	37	121	34	126	34	73	776	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

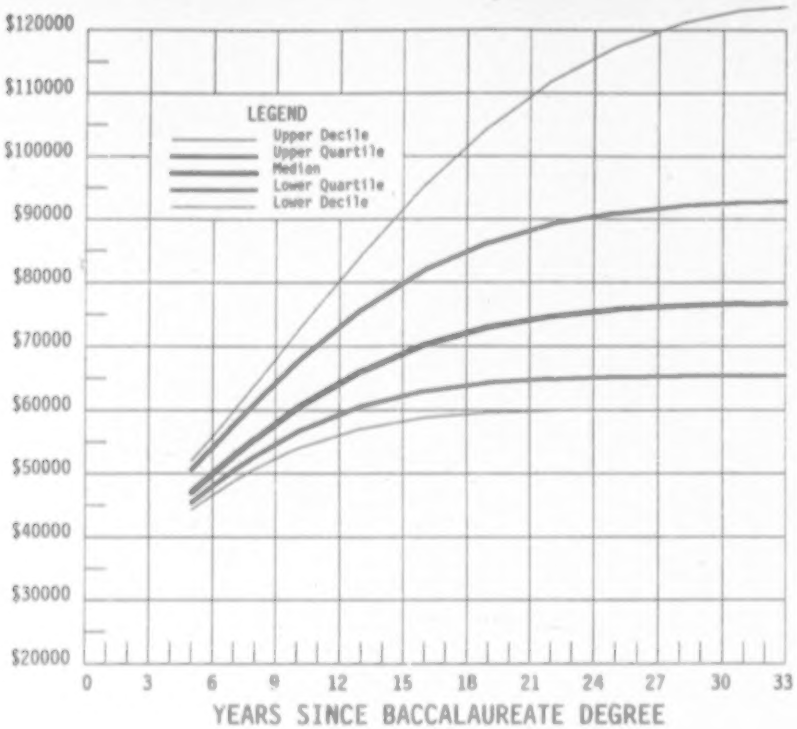
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	38200	40750	43450	46250	49200	52300	55450	58750	62050	68850	78800	87800	95050	100150	103200	104500	104650	103150	83000	2.2
Upper Quartile	36250	38500	40900	43300	45850	48450	51050	53700	56350	61600	68900	74950	79400	82100	83300	83450	82900	81000	68100	2.2
Median	34300	36150	38050	39950	41900	43850	45800	47750	49700	53400	58500	62650	65700	67750	68800	69200	69150	68350	54550	2.2
Lower Quartile	32700	34150	35550	37000	38450	39900	41300	42650	44050	46600	50050	52900	55000	56500	57450	57950	58100	58050	44300	2.2
Lower Decile	31400	32400	33450	34500	35500	36500	37500	38450	39400	41200	43650	45750	47500	48900	49900	50600	51050	51450	38100	3.6
Mean	34750	36600	38500	40450	42450	44500	46500	48550	50600	54550	60100	64850	68600	71250	72900	73750	74100	73850	58500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	43550	45600	46850	49950	50450	52900	64350	65900	70100	79250	82400	90800	96000	105700	97150	107700	111250	83000	
Upper Quartile	33900	42150	41800	43750	47750	46450	49700	56750	61000	60600	71100	71350	75950	77400	86450	80300	85750	84400	68100	
Median	33250	33850	38000	42200	44600	44600	43750	50400	52200	52900	57650	64250	63200	61500	70700	69250	73300	70050	54550	
Lower Quartile	32550	32850	34750	37600	39350	42100	40750	44050	43550	46100	48800	56300	53800	50350	62150	61050	60200	56250	44300	
Lower Decile	32150	32300	30950	34650	36400	38800	33450	40100	40450	41650	43300	45800	45650	47550	57150	53850	49000	47050	38100	
Mean	33800	37000	38350	41500	43750	44600	44400	50700	52600	54500	59750	64700	66200	67100	77500	73150	76200	74050	58500	
Supporting Data																				
Total Number	477	379	460	649	612	751	790	648	829	2108	2019	1310	1105	1062	1179	788	553	1096	16814	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	8	16	74	20	22	40	180	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

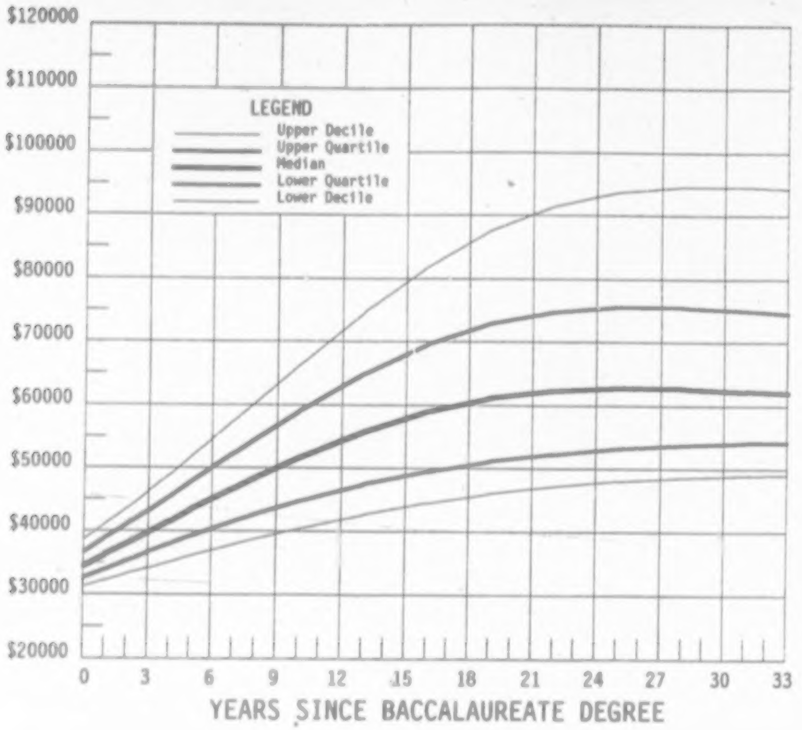
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	52000	55900	59900	64000	72200	84250	95250	104600	111950	117350	121000	123200	125000	96300	3.8
Upper Quartile	0	0	0	0	0	50500	54100	57650	61100	67500	75700	81900	86300	89200	91000	92100	92700	93100	82250	4.2
Median	0	0	0	0	0	47100	50000	52800	55450	60300	66100	70250	73000	74700	75750	76350	76700	76900	68650	4.0
Lower Quartile	0	0	0	0	0	45500	48100	50500	52750	56550	60600	63000	64300	64950	65250	65350	65400	65450	58400	4.0
Lower Decile	0	0	0	0	0	44300	46650	48800	50750	53950	57150	58850	59650	59950	60000	60000	60000	59950	46600	4.0
Mean	0	0	0	0	0	47700	50750	53750	56650	62100	69100	74600	78600	81400	83200	84300	84950	85400	72300	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46450	52450	66550	63350	82050	88950	84400	112750	110000	125400	116250	114700	121550	96300	
Upper Quartile	0	0	0	0	0	45050	51000	64300	59450	77550	82800	71950	92600	87000	87650	90400	89700	104750	82250	
Median	0	0	0	0	0	43350	45750	56800	58100	63200	74900	69300	80450	64300	73350	76350	77000	83050	68650	
Lower Quartile	0	0	0	0	0	42150	43350	51800	56750	59200	66150	64800	71250	60550	63950	73300	49600	71400	58400	
Lower Decile	0	0	0	0	0	41450	41900	50650	55350	56100	58800	61450	63050	57650	61500	69150	48050	58150	46600	
Mean	0	0	0	0	0	43950	47000	57350	58850	66850	74650	71100	84650	76550	82950	85400	78350	88800	72300	
Supporting Data																				
Total Number	0	0	1	3	3	260	267	220	121	426	303	495	192	318	688	208	201	385	4090	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	8	13	69	15	13	27	145	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	38700	41100	43600	46250	48950	51750	54600	57500	60400	66250	74600	81850	87550	91450	93650	94550	94550	93300	74900	2.2
Upper Quartile	36700	38850	41000	43200	45450	47750	50050	52350	54600	58950	64850	69550	72850	74750	75550	75500	75050	73450	62350	2.2
Median	34450	36200	37950	39700	41500	43300	45050	46750	48450	51650	55750	58950	61100	62300	62750	62700	62300	61200	50150	2.2
Lower Quartile	32550	33950	35300	36650	37950	39200	40400	41550	42700	44750	47400	49500	51150	52350	53250	53800	54150	54450	42750	3.6
Lower Decile	31250	32250	33250	34200	35150	36100	37000	37900	38800	40400	42600	44500	46000	47200	48050	48650	49000	49350	35600	3.6
Mean	35050	36750	38450	40250	42000	43800	45550	47350	49050	52400	57000	60800	63750	65800	67050	67700	67950	67750	54050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35850	43550	45550	46850	49950	52000	54100	58100	66000	63450	74900	80850	83900	90500	97850	92500	103400	93550	74900	
Upper Quartile	33900	42150	41750	43750	47700	47000	47950	51300	61700	56950	65200	69400	70050	72350	78800	73000	81150	74600	62350	
Median	33250	33850	38000	42200	44600	45300	42450	46700	49500	51000	55750	60600	58850	56200	63900	65650	72550	60150	50150	
Lower Quartile	32550	32850	34750	37600	39300	41800	37450	42100	42900	43650	47750	49300	53050	48850	57900	57150	61600	49000	42750	
Lower Decile	32150	32300	30950	34650	36400	36850	32950	38450	39700	41300	42750	44000	45150	47050	46800	53150	52950	45850	35600	
Mean	33800	37000	38250	41450	43700	45000	43100	47300	51500	51400	57100	60800	62300	63050	69900	68800	74950	66100	54050	
Supporting Data																				
Total Number	477	379	459	646	609	491	523	428	708	1682	1716	815	913	745	490	580	352	712	12724	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	3	5	4	9	13	35	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38350	40850	43500	46250	49100	52100	55200	58300	61500	68000	77450	85900	92700	97450	100250	101450	101600	100250	79750	2.2
Upper Quartile	36650	38800	41100	43400	45800	48250	50700	53200	55650	60450	67100	72600	76650	79150	80300	80550	80200	78650	64900	2.2
Median	34400	36200	38100	40000	41900	43800	45750	47650	49500	53050	57800	61500	64100	65650	66350	66350	66050	64900	51900	2.2
Lower Quartile	32400	34000	35550	37100	38550	39950	41300	42600	43800	46000	48750	50800	52350	53450	54150	54600	54900	55050	43300	4.0
Lower Decile	31350	32400	33400	34450	35450	36400	37400	38300	39250	40950	43250	45250	46850	48100	49000	49650	50050	50350	36550	3.6
Mean	34900	36700	38550	40450	42350	44300	46250	48200	50100	53850	59050	63400	66750	69100	70550	71300	71550	71250	56200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35750	43550	45600	46850	49850	49950	52650	64800	66000	67450	80000	80200	87150	91850	107150	96300	98050	108950	79750	
Upper Quartile	33900	42100	41800	43750	47700	46400	49300	57100	61400	60050	67200	70750	72650	71750	84750	80350	81000	83350	64900	
Median	33200	33850	38100	42250	44700	44550	43650	50550	52650	52250	56200	63800	60800	59450	70350	66350	72200	65500	51900	
Lower Quartile	32550	32850	34750	37800	39450	42100	40650	43950	43350	43750	47950	55300	53350	49450	62150	55400	55650	49450	43300	
Lower Decile	32150	32300	30900	34650	36500	38750	33400	40000	40350	41350	42800	45400	45250	47300	56150	51850	48400	46050	36550	
Mean	33750	36950	38300	41500	43800	44500	44150	50850	52700	53300	58350	63850	63850	64600	77350	70950	72700	71200	56200	
Supporting Data																				
Total Number	472	376	447	629	579	718	738	567	757	1666	1690	1110	913	875	884	453	410	765	14048	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	15	69	11	12	18	127	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY. BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	51150	54900	58700	62600	70550	82400	93550	103350	111400	117550	121850	124600	127000	94200	3.6
Upper Quartile	0	0	0	0	0	49850	53350	56800	60150	66500	74600	80850	85300	88300	90200	91350	92000	92500	80700	4.0
Median	0	0	0	0	0	46850	49750	52500	55150	59950	65750	69950	72800	74600	75750	76400	76750	77000	67350	4.2
Lower Quartile	0	0	0	0	0	45100	47600	50000	52200	56150	60650	63700	65700	66900	67650	68050	68250	68400	57050	4.4
Lower Decile	0	0	0	0	0	43750	46000	48050	49950	53200	56850	59200	60700	61600	62100	62400	62550	62600	45200	4.4
Mean	0	0	0	0	0	47250	50200	53150	56000	61400	68500	74150	78350	81350	83300	84550	85300	85850	70750	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46400	52400	66550	63150	78850	89250	81800	103650	106100	136800	122150	106300	121500	94200	
Upper Quartile	0	0	0	0	0	45000	51000	64350	59450	76100	82900	71550	90050	83300	87800	94850	86150	109000	80700	
Median	0	0	0	0	0	43350	45700	56900	58150	63350	75400	69050	78250	63050	74650	84100	72000	84250	67350	
Lower Quartile	0	0	0	0	0	42150	43300	51800	56800	60800	66450	64600	69400	60000	68800	74450	48950	80550	57050	
Lower Decile	0	0	0	0	0	41450	41900	50650	56050	55100	59500	61500	62150	57300	62250	66550	47800	71250	45200	
Mean	0	0	0	0	0	43850	46950	57400	58850	66150	75000	70300	81650	74100	85400	89250	73200	93850	70750	
Supporting Data																				
Total Number	0	0	0	3	3	258	262	218	118	275	273	445	139	271	510	103	150	247	3276	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	12	67	9	7	14	113	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38800	41200	43700	46250	48950	51650	54400	57200	60000	65450	73000	79250	83750	86450	87600	87650	87050	85000	70800	2.2
Upper Quartile	37050	39100	41150	43250	45350	47500	49600	51700	53750	57600	62600	66450	68900	70200	70500	70150	69500	67800	59100	2.2
Median	34650	36350	38000	39700	41400	43100	44750	46350	47900	50850	54500	57250	59000	59900	60100	59900	59450	58250	48500	2.2
Lower Quartile	32650	34000	35300	36550	37800	39000	40150	41250	42300	44200	46600	48500	49950	51050	51800	52300	52600	52850	42000	3.6
Lower Decile	31200	32200	33200	34150	35100	36000	36900	37750	38550	40100	42100	43750	45050	46050	46800	47300	47600	47850	34800	3.6
Mean	35150	36800	38500	40250	41950	43650	45350	47050	48650	51750	55850	59050	61400	62800	63550	63750	63650	62950	51800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35750	43550	45550	46850	49800	51700	53350	57450	66100	62700	72600	79200	80600	86150	90100	87850	95850	84100	70800	
Upper Quartile	33900	42100	41750	43750	47700	46900	47200	50300	62200	56550	60000	67750	67350	67350	74300	71250	75800	67200	59100	
Median	33200	33850	38050	42250	44650	45300	42200	45950	49450	50500	53350	59900	56350	53800	62750	64350	72250	56500	48500	
Lower Quartile	32550	32850	34750	37750	39400	41600	36650	41800	42700	43100	46900	47900	51700	48350	56800	54500	60650	47700	42000	
Lower Decile	32150	32300	30900	34650	36500	36550	32850	37850	39600	41100	42300	42600	44900	45950	46200	49200	52100	45250	34800	
Mean	33750	36950	38300	41500	43750	44850	42650	46750	51600	50750	55150	59500	60650	60350	66450	65500	72400	60400	51800	
Supporting Data																				
Total Number	472	376	446	626	577	459	476	349	639	1391	1416	665	774	604	374	349	260	518	10773	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	2	5	3	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	49300	52700	56250	59950	63750	71450	82750	92650	100100	104600	106400	106200	104850	100850	92350	2.2
Upper Quartile	0	0	0	0	45300	48300	51400	54550	57750	64150	73100	80350	85250	87650	88000	86950	85300	81350	78100	2.2
Median	0	0	0	0	41900	44300	46800	49250	51750	56650	63350	68750	72450	74500	75100	74800	73900	71550	66500	2.2
Lower Quartile	0	0	0	0	39400	41400	43350	45300	47250	50900	55700	59400	61800	63050	63300	62950	62300	60600	55050	2.2
Lower Decile	0	0	0	0	37150	38600	40000	41400	42800	45450	49050	52100	54500	56300	57500	58200	58600	58800	47050	2.2
Mean	0	0	0	0	42900	45350	47850	50350	52900	57900	64900	70700	74900	77500	78600	78650	78100	76200	69100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	52250	54800	55200	58850	60500	82100	76350	88500	104750	105650	96550	95900	117250	112350	92350	
Upper Quartile	0	0	0	0	50100	50100	50750	53800	54200	65000	74700	79750	88300	88900	87800	75750	95850	86800	78100	
Median	0	0	0	0	41750	45800	46150	49550	49650	52900	72400	66900	75000	74350	71900	71150	78750	73400	66500	
Lower Quartile	0	0	0	0	37100	42600	41250	44450	45200	50050	58900	58050	61950	63850	61850	63300	67350	59250	55050	
Lower Decile	0	0	0	0	35350	39050	36650	40600	41450	46800	49250	49750	52750	56000	60100	60600	57250	56800	47050	
Mean	0	0	0	0	43200	46500	46250	49550	49950	58700	67100	68650	77100	77500	76100	74850	83900	78250	69100	
Supporting Data																				
Total Number	4	3	13	20	30	29	47	71	66	341	305	174	167	157	262	306	110	289	2396	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	1	3	7	5	15	34	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	82500	92300	98300	101300	102550	102900	102850	102800	102650	99850	3.8
Upper Quartile	0	0	0	0	0	0	0	0	0	79500	88600	92900	93450	92000	89950	88000	86500	84900	87000	3.2
Median	0	0	0	0	0	0	0	0	0	75100	81500	82450	79800	75600	71400	67850	65150	61900	75500	2.8
Lower Quartile	0	0	0	0	0	0	0	0	0	62000	68200	71450	72000	70600	68200	65600	63250	59550	62450	2.4
Lower Decile	0	0	0	0	0	0	0	0	0	53600	58900	62650	64750	65350	64850	63750	62450	59700	57850	2.2
Mean	0	0	0	0	0	0	0	0	0	71250	78750	82600	83500	82650	81050	79400	78050	76450	78600	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	84200	88250	94200	120350	115700	89400	95700	116900	118150	99850	
Upper Quartile	0	0	0	0	0	0	0	0	0	83000	80100	87350	103450	98200	87300	76450	96450	92000	87000	
Median	0	0	0	0	0	0	0	0	0	81050	71000	74700	84800	84750	64000	74500	86000	59700	75500	
Lower Quartile	0	0	0	0	0	0	0	0	0	64750	63150	67850	75600	75450	61950	73000	75600	57800	62450	
Lower Decile	0	0	0	0	0	0	0	0	0	55000	54900	55850	69200	71650	60750	72100	71850	56650	57850	
Mean	0	0	0	0	0	0	0	0	0	74350	71650	77200	91650	89350	75150	79950	89800	77400	78600	
Supporting Data																				
Total Number	0	0	1	0	0	2	5	2	3	93	28	46	51	41	169	96	41	123	699	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1	5	2	10	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	44600	47350	50250	53250	56300	59450	65950	75650	84750	92500	98500	102550	104950	106100	106200	88150	2.2
Upper Quartile	0	0	0	41650	44300	47050	49850	52700	55550	61250	69100	75450	79800	82050	82650	82050	80850	77800	74200	2.2
Median	0	0	0	39450	41700	44050	46400	48750	51100	55700	62000	67050	70550	72500	73150	72900	72200	70150	62650	2.2
Lower Quartile	0	0	0	37350	39100	40850	42600	44350	46050	49350	53900	57700	60650	62650	63900	64450	64650	64350	51300	2.2
Lower Decile	0	0	0	35600	36850	38050	39300	40500	41700	44000	47200	49950	52250	54050	55400	56350	57000	57750	44650	2.2
Mean	0	0	0	39950	42100	44300	46500	48800	51050	55500	61800	67200	71400	74350	76100	76900	77050	76400	65150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	47750	52200	53300	55250	59050	60250	62600	75800	86200	94500	99550	110900	95950	117400	108750	88150	
Upper Quartile	0	0	0	43150	49900	49200	50350	53450	53850	56250	74550	76350	81300	82150	92500	71900	94750	79750	74200	
Median	0	0	0	39850	41550	45500	45400	49250	49250	51550	72450	63300	68100	69400	74650	68700	72350	74100	62650	
Lower Quartile	0	0	0	36150	37050	42400	40650	44300	45050	48800	58550	56550	57450	61300	60500	62300	61700	69500	51300	
Lower Decile	0	0	0	34250	35300	38800	36200	40500	41300	45400	48650	47750	50100	52450	51000	60450	54050	58200	44650	
Mean	0	0	0	40400	43050	46050	45850	49400	49600	52900	66650	65600	70750	73300	77900	72550	80300	78900	65150	
Supporting Data																				
Total Number	4	3	13	20	30	27	42	69	64	249	278	128	116	116	93	211	68	165	1697	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	3	6	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

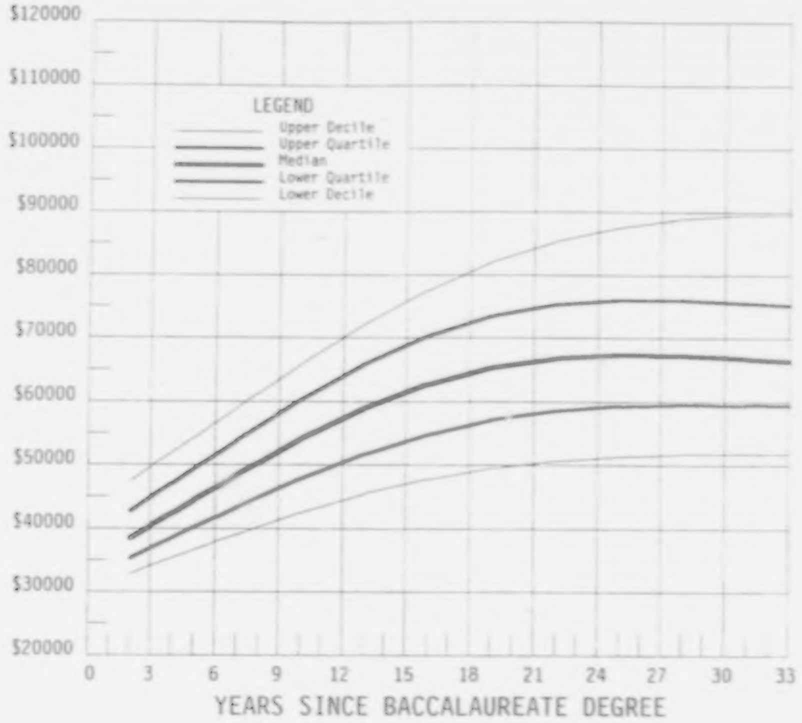
1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67150	78900	91050	102850	113500	122400	129200	134050	139700	111550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61650	71350	80850	89500	96700	102150	105900	108200	110150	87050	2.2
Median	0	0	0	0	0	0	0	0	0	58150	66100	73300	79250	83650	86550	88050	88650	88300	69800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55300	61600	66950	71000	73700	75200	75750	75700	74650	59300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	52900	57650	61200	63500	64650	64900	64500	63850	62150	56450	2.2
Mean	0	0	0	0	0	0	0	0	0	59250	67500	75200	81800	87000	90700	93000	94200	94850	77050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	69100	74050	89400	99100	110950	122500	119200	142250	144650	111550	
Upper Quartile	0	0	0	0	0	0	0	0	0	62700	69600	77450	87300	96150	110400	97450	106700	114150	87050	
Median	0	0	0	0	0	0	0	0	0	58700	65350	70800	76800	82700	95350	86650	83800	90100	69800	
Lower Quartile	0	0	0	0	0	0	0	0	0	57200	60950	62750	66000	69900	74550	78600	75300	77100	59300	
Lower Decile	0	0	0	0	0	0	0	0	0	56300	53400	58950	57150	63750	58950	66250	64800	65900	56450	
Mean	0	0	0	0	0	0	0	0	0	60400	64700	74900	78750	84750	93500	90250	93750	97450	77050	
Supporting Data																				
Total Number	0	0	0	0	2	4	5	10	6	100	24	26	25	30	32	29	34	42	370	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	2	5	7	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66200	76950	87800	98050	107150	114500	120100	123950	128400	107850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62900	72450	81450	89200	95200	99250	101650	102800	102850	86600	2.2
Median	0	0	0	0	0	0	0	0	0	59950	67950	74900	80300	83900	85850	86500	86300	84700	70650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54750	60650	65600	69300	71700	72950	73300	73150	72100	62250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51050	55600	59200	61700	63200	63850	63900	63600	62550	55600	2.2
Mean	0	0	0	0	0	0	0	0	0	59350	67250	74400	80350	84850	87850	89600	90400	90400	76600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71550	74250	81150	96500	99100	121050	113650	120000	141750	107850	
Upper Quartile	0	0	0	0	0	0	0	0	0	68350	67950	76050	85250	92450	110950	97850	91550	114800	86600	
Median	0	0	0	0	0	0	0	0	0	64550	65000	69000	76300	80500	96950	86100	81000	88700	70650	
Lower Quartile	0	0	0	0	0	0	0	0	0	58250	60750	62550	64400	67650	77600	71050	72350	75800	62250	
Lower Decile	0	0	0	0	0	0	0	0	0	54650	53050	58350	56450	62950	64300	64650	63150	64450	55600	
Mean	0	0	0	0	0	0	0	0	0	63350	64450	72350	75450	81150	94650	86250	86950	96300	76600	
Supporting Data																				
Total Number	0	0	0	0	2	4	5	10	6	42	22	22	23	24	23	20	24	28	255	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	2	4	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

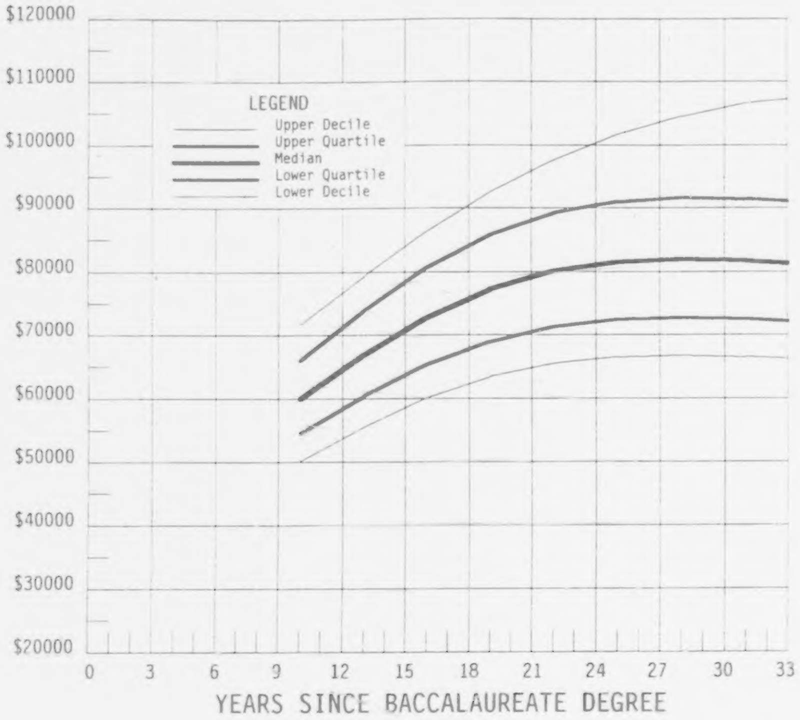
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47450	49700	52000	54300	56650	58950	61300	65800	72150	77600	82050	85350	87550	88950	89650	90000	76250	2.2
Upper Quartile	0	0	42650	44850	47100	49350	51600	53800	56000	60250	65850	70300	73400	75250	76000	76000	75550	74100	67300	2.2
Median	0	0	38450	40400	42400	44400	46400	48400	50300	54050	58900	62750	65350	66800	67350	67250	66800	65400	57800	2.2
Lower Quartile	0	0	35300	36900	38500	40150	41750	43300	44850	47800	51700	54800	57100	58550	59350	59600	59550	59000	48750	2.2
Lower Decile	0	0	32850	34150	35400	36650	37900	39100	40300	42500	45450	47800	49550	50700	51400	51750	51800	51600	41150	2.2
Mean	0	0	39550	41400	43300	45150	47050	48900	50700	54200	58950	62850	65800	67800	68900	69450	69500	69050	59000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48100	47650	51850	53950	56200	59650	62000	66350	72150	76550	82900	84800	86100	88350	91700	90650	76250	
Upper Quartile	0	0	42700	43700	46850	49750	51750	54900	56900	61000	66000	69600	72550	73150	73500	76000	77550	76900	67300	
Median	0	0	37700	39750	42200	44500	46450	49300	51700	54750	58950	61700	64250	65450	65700	67650	68150	67350	57800	
Lower Quartile	0	0	35150	36100	38500	39950	41550	43900	45850	48600	52150	53500	55700	56700	59450	59700	61[illegible]0	60350	48750	
Lower Decile	0	0	32700	33650	35450	36800	38400	40550	40750	42750	45750	46500	48850	49650	51400	52300	52700	52400	41150	
Mean	0	0	39450	40350	43250	45300	47000	49750	51550	54800	59200	61850	65250	66450	67500	69250	71400	70750	59000	
Supporting Data																				
Total Number	136	184	296	428	443	678	674	896	1017	2939	2486	1967	1473	1535	1434	997	810	1189	19583	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	6	6	7	5	12	20	56	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

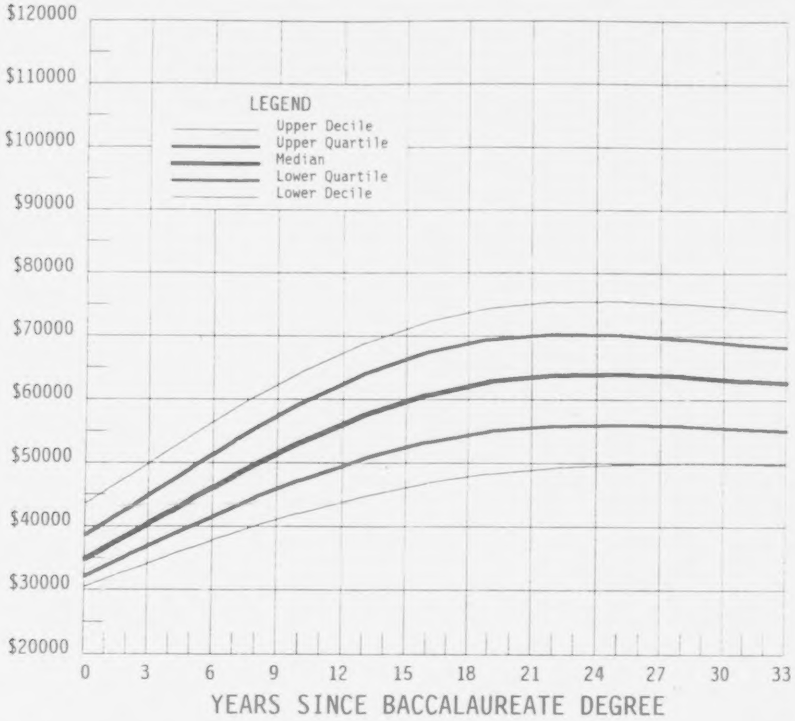
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71700	79300	86300	92500	97600	101650	104600	106700	109200	94650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66000	73900	80650	85800	89200	91000	91650	91450	90050	85400	2.2
Median	0	0	0	0	0	0	0	0	0	59900	66900	72750	77200	80050	81500	81950	81700	80300	75350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54500	60400	65300	68950	71300	72450	72750	72550	71350	67000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50200	55600	60100	63400	65500	66550	66800	66550	65400	60800	2.2
Mean	0	0	0	0	0	0	0	0	0	60650	67550	73500	78250	81550	83600	84600	84950	84400	77800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	74850	82500	85450	91250	96600	96400	98300	112800	116650	94650	
Upper Quartile	0	0	0	0	0	0	0	0	0	70050	76400	79450	84150	86650	89050	89950	93350	94200	85400	
Median	0	0	0	0	0	0	0	0	0	64400	68300	72800	75700	76500	80150	80450	84250	83850	75350	
Lower Quartile	0	0	0	0	0	0	0	0	0	58800	61750	65200	67150	68700	70900	72550	73650	74550	67000	
Lower Decile	0	0	0	0	0	0	0	0	0	53550	57500	60200	61350	62650	65150	67900	66650	68450	60800	
Mean	0	0	0	0	0	0	0	0	0	64100	69400	72950	77000	79350	81500	82700	86950	88400	77800	
Supporting Data																				
Total Number	5	1	2	5	4	11	9	22	31	191	361	396	420	464	378	315	260	319	3193	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	6	6	5	4	11	17	49	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43500	45650	47800	50000	52200	54350	56450	58500	60500	64200	68850	72300	74400	75450	75600	75200	74500	72800	70050	2.2
Upper Quartile	38500	40600	42750	44900	47050	49200	51350	53450	55450	59250	64000	67450	69500	70350	70250	69600	68700	66650	63500	2.2
Median	34800	36650	38500	40400	42300	44200	46100	47950	49750	53150	57500	60700	62800	63800	64000	63650	63000	61450	54900	2.2
Lower Quartile	32150	33700	35300	36850	38450	40000	41550	43050	44550	47250	50700	53300	54950	55800	56000	55850	55400	54300	47050	2.2
Lower Decile	30450	31700	32950	34150	35400	36600	37800	38900	40050	42100	44750	46850	48350	49250	49750	49950	49900	49550	40000	2.2
Mean	36050	37850	39600	41450	43250	45000	46750	48500	50150	53250	57250	60200	62150	63150	63450	63250	62800	61550	55300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	47300	47800	47600	51550	53600	55800	59200	61300	65150	69800	71900	73400	72800	73300	74500	75000	76200	70050	
Upper Quartile	0	40450	42600	43650	46750	49600	51550	54600	56450	60150	64150	66450	67800	68000	68300	69300	69850	70050	63500	
Median	0	35450	37700	39700	42100	44400	46350	49100	51400	54150	57350	59150	60500	61700	62800	63700	64600	64450	54900	
Lower Quartile	0	32750	35100	36100	38450	39900	41450	43800	45600	48250	51200	51500	53250	53350	55950	55350	57100	56600	47050	
Lower Decile	0	30850	32650	33600	35450	36750	38400	40450	40600	42550	44850	45450	47050	47200	50100	50600	51200	50950	40000	
Mean	0	37350	39300	40250	43050	45100	46800	49500	51200	54150	57450	59050	60600	60850	62450	63000	64000	64300	55300	
Supporting Data																				
Total Number	131	183	295	423	439	667	665	874	986	2748	2125	1572	1053	1070	1056	682	550	871	16390	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	3	7	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43200	45050	46950	48900	50850	52850	54800	56750	58700	62500	67850	72550	76550	79700	82100	83800	84950	86200	71900	2.2
Upper Quartile	38100	39950	41900	43850	45800	47800	49750	51700	53600	57250	62150	66100	69050	71000	72050	72450	72450	71800	63050	2.2
Median	34650	36300	38000	39700	41400	43150	44850	46500	48150	51300	55450	58850	61350	62950	63850	64250	64250	63700	53600	2.2
Lower Quartile	32150	33550	34900	36300	37700	39050	40400	41700	43000	45450	48700	51300	53300	54650	55450	55900	56050	55900	45200	2.2
Lower Decile	30450	31500	32600	33700	34750	35800	36850	37850	38850	40700	43200	45250	46900	48150	49000	49550	49900	50200	38600	2.2
Mean	35900	37450	39050	40650	42250	43850	45450	47050	48600	51550	55600	59000	61700	63700	65000	65850	66250	66500	55150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	45200	47400	47250	46900	50200	52000	53650	57250	59000	63050	69000	72300	77750	76550	80500	81450	88750	87700	71900	
Upper Quartile	37100	40300	41150	42900	45750	48250	49550	52650	54800	58050	62050	64600	68800	69250	70100	71950	74300	74150	63050	
Median	33600	35400	37150	39400	41250	43300	44950	47650	50000	52200	55150	56750	59950	61700	62900	64600	65800	65600	53600	
Lower Quartile	31150	32800	34650	35700	37750	39050	40500	42700	43500	46400	49300	49250	52200	52700	55250	55400	56800	58100	45200	
Lower Decile	28700	30900	32250	33450	34900	35600	37700	39200	39000	41450	43050	44300	45600	46150	48800	50300	51200	51550	38600	
Mean	35850	37350	38650	39850	42300	43900	45350	47950	49550	52250	55700	57500	61300	62250	64150	65000	67950	68300	55150	
Supporting Data																				
Total Number	130	175	233	335	316	480	440	585	653	1755	1371	1016	740	805	789	522	456	732	11535	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	5	4	1	4	11	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	65750	70350	77050	83300	88800	93550	97350	100350	102550	105500	92150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59400	64250	71050	76900	81500	84750	86800	87800	88150	87800	82050	2.2
Median	0	0	0	0	0	0	0	0	54300	58750	64950	70200	74250	76950	78550	79200	79300	78550	72800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	50200	54150	59650	64100	67450	69550	70700	71000	70900	69900	65000	2.2
Lower Decile	0	0	0	0	0	0	0	0	45800	49450	54500	58650	61750	63750	64750	65100	64950	64050	59000	2.2
Mean	0	0	0	0	0	0	0	0	55150	59550	65700	71050	75350	78450	80500	81650	82150	82150	75150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	74500	72650	78850	83450	88300	91650	93950	91400	103800	115250	92150	
Upper Quartile	0	0	0	0	0	0	0	0	67050	67050	73700	76200	80150	79350	86850	83200	91450	92400	82050	
Median	0	0	0	0	0	0	0	0	61550	61600	66450	70550	72900	72450	77350	75450	83200	82150	72800	
Lower Quartile	0	0	0	0	0	0	0	0	57750	57000	60800	64050	65950	65900	69250	69800	72700	72850	65000	
Lower Decile	0	0	0	0	0	0	0	0	56100	50350	56050	58150	60400	61400	63150	65250	65350	66350	59000	
Mean	0	0	0	0	0	0	0	0	63350	61300	67200	70850	74550	75850	78850	76800	84400	86700	75150	
Supporting Data																				
Total Number	3	0	0	4	1	9	4	12	18	100	156	145	167	184	157	142	127	174	1404	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	5	2	0	4	10	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43200	45100	47000	48900	50800	52650	54500	56250	58000	61250	65450	68650	70900	72300	72950	73100	72950	72150	66900	2.2
Upper Quartile	38250	40100	42000	43900	45750	47650	49450	51250	53000	56250	60450	63600	65700	66850	67200	67100	66650	65500	59950	2.2
Median	34850	36500	38100	39750	41400	43050	44650	46200	47750	50600	54350	57200	59250	60450	60950	61050	60850	60100	51850	2.2
Lower Quartile	32250	33600	34950	36300	37650	38950	40250	41500	42750	45000	47950	50200	51850	52850	53400	53550	53500	53050	44050	2.2
Lower Decile	30600	31650	32700	33750	34800	35800	36800	37750	38650	40400	42650	44500	45900	46900	47550	47950	48150	48200	37950	2.2
Mean	36000	37550	39100	40650	42200	43750	45250	46700	48100	50800	54250	56950	58850	60100	60700	60900	60850	60350	52350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43750	47400	47250	46900	49950	51800	53300	56600	58450	62250	66250	68050	70750	70950	71350	71950	72600	74500	66900	
Upper Quartile	36800	40300	41150	42850	45700	48050	49400	52350	54450	57300	60100	61850	63650	65450	66300	66850	68200	67800	59950	
Median	33500	35400	37150	39350	41200	43200	44850	47500	49700	51800	54050	54750	56550	58200	61200	60750	62100	62950	51850	
Lower Quartile	31100	32800	34650	35650	37700	39000	40450	42650	43300	46000	48350	47900	50300	50800	53350	53550	54050	55450	44050	
Lower Decile	28650	30900	32250	33450	34900	35500	37650	39150	38900	41350	42550	43450	44200	44150	46900	48450	50300	50350	37950	
Mean	35000	37350	38650	39800	42150	43700	45200	47700	49150	51700	54250	55300	57400	58250	60500	60600	61650	62550	52350	
Supporting Data																				
Total Number	128	175	233	331	314	472	436	573	634	1654	1215	871	573	622	632	381	329	558	10131	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	50950	53350	55750	58150	60600	63000	67750	74400	80200	84900	88400	90800	92300	93100	93550	79500	2.2
Upper Quartile	0	0	0	46900	49200	51550	53850	56150	58400	62700	68350	72750	75750	77400	78000	77850	77250	75600	69750	2.2
Median	0	0	0	42950	45100	47200	49350	51450	53500	57350	62300	66000	68700	69400	69500	68950	68150	66250	61900	2.2
Lower Quartile	0	0	0	38450	40350	42300	44200	46100	47900	51400	55950	59400	616[illegible]	62700	62950	62600	61950	60350	53700	2.2
Lower Decile	0	0	0	35600	37350	39050	40750	42400	44000	47000	50800	53500	55050	55650	55500	54950	54200	52500	46900	2.2
Mean	0	0	0	43250	45300	47400	49450	51500	53550	57400	62500	66600	69500	71250	72050	72150	71850	70700	63000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	49000	52850	55600	58800	61500	63600	68100	74700	78650	85400	88350	88850	91800	94700	95400	79500	
Upper Quartile	0	0	0	46100	50100	52600	54550	57400	59750	63450	68000	71700	74350	76100	75950	77450	79800	78950	69750	
Median	0	0	0	42250	44750	48400	50100	53100	54700	58200	62300	64850	66400	67900	67700	69050	69850	69700	61900	
Lower Quartile	0	0	0	37150	40000	42500	43700	47250	49450	52400	56350	58450	59250	60850	61950	62750	64300	62850	53700	
Lower Decile	0	0	0	34900	38050	39700	40600	43150	45150	47200	51500	52550	53450	53950	55700	54450	58250	52900	46900	
Mean	0	0	0	42000	45400	48300	49750	52500	54700	58000	62750	65400	68150	69950	70600	71950	74350	73200	63000	
Supporting Data																				
Total Number	6	9	63	93	126	194	226	295	341	1088	979	807	585	601	520	359	275	362	6926	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	0	3	3	5	7	23	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72550	80500	88000	94700	100300	104850	108250	110700	113750	96550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66900	75000	81950	87300	90850	92800	93550	93450	92050	85750	2.2
Median	0	0	0	0	0	0	0	0	0	61100	68400	74500	78900	81600	82750	82850	82300	80300	76100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55450	61450	66350	69850	72000	72950	73100	72700	71200	67700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51450	56950	61400	64650	66600	67500	67600	67250	65950	61750	2.2
Mean	0	0	0	0	0	0	0	0	0	61850	68900	75000	79800	83100	85050	85950	86150	85400	78750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	77000	83900	86150	92150	98400	99600	111000	116000	118600	96550	
Upper Quartile	0	0	0	0	0	0	0	0	0	72050	78300	80100	85350	88000	89900	93950	94600	98650	85750	
Median	0	0	0	0	0	0	0	0	0	66850	69500	73550	76600	79800	81800	83100	82500	84550	76100	
Lower Quartile	0	0	0	0	0	0	0	0	0	61950	62750	65450	66950	70350	71300	74700	73150	75200	67700	
Lower Decile	0	0	0	0	0	0	0	0	0	57600	58700	61200	61600	63550	66350	69450	67350	70850	61750	
Mean	0	0	0	0	0	0	0	0	0	67100	71050	73650	77750	80550	83350	86750	87350	90250	78750	
Supporting Data																				
Total Number	3	1	2	1	1	3	3	9	12	89	193	229	218	242	173	120	106	114	1520	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	0	3	3	5	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	49150	51400	53650	55850	58050	60150	62150	65800	70300	73400	75150	75700	75400	74600	73650	71500	70850	2.2
Upper Quartile	0	0	45050	47250	49500	51700	53850	55950	58000	61700	66250	69350	71000	71400	70950	70000	68850	66450	65650	2.2
Median	0	0	41100	43150	45200	47250	49250	51250	53150	56650	61000	64000	65700	66200	65900	65050	64050	61950	58850	2.2
Lower Quartile	0	0	36800	38650	40500	42350	44150	45900	47600	50800	54700	57450	59000	59500	59300	58600	57750	55850	51650	2.2
Lower Decile	0	0	34350	35950	37600	39250	40800	42350	43850	46550	49850	52100	53300	53650	53350	52700	51900	50200	45150	2.2
Mean	0	0	41500	43500	45450	47400	49350	51200	53000	56350	60450	63350	64950	65550	65350	64650	63800	61900	58550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48750	48800	52650	55350	58350	61200	63200	67000	70950	72550	72850	72500	73650	74200	74950	75900	70850	
Upper Quartile	0	0	45400	46050	49950	52400	54350	57150	59450	62600	66350	68050	68500	68700	69150	70000	70450	70850	65650	
Median	0	0	40750	42150	44600	48250	50000	52900	54500	57600	60950	62450	62700	63700	64500	65450	66150	65850	58850	
Lower Quartile	0	0	37500	37100	40000	42450	43650	47050	49300	51800	55050	55950	56050	56600	59550	58750	61000	57900	51650	
Lower Decile	0	0	35200	34850	38050	39650	40550	43050	45050	46900	50750	50750	50800	51500	53100	52550	56200	51400	45150	
Mean	0	0	41500	41750	45200	48100	49550	52250	54400	57200	60750	62150	62500	62750	64200	64550	66200	65300	58550	
Supporting Data																				
Total Number	3	8	61	92	124	191	223	286	329	998	786	577	367	358	346	239	169	247	5406	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	65300	67800	72600	79200	84750	89050	92150	94100	95100	95550	95350	89900	2.2
Upper Quartile	0	0	0	0	0	0	0	59000	61500	66350	72900	78300	82150	84600	85800	86050	85800	84400	79600	2.2
Median	0	0	0	0	0	0	0	54950	57350	61900	67800	72300	75100	76400	76550	75900	74900	72550	71650	2.2
Lower Quartile	0	0	0	0	0	0	0	50800	53150	57550	63300	67500	70000	70900	70600	69650	68350	65600	66100	2.2
Lower Decile	0	0	0	0	0	0	0	45600	47800	52100	57700	61900	64450	65450	65300	64400	63250	60600	60800	2.2
Mean	0	0	0	0	0	0	0	55350	57650	62150	68150	72950	76250	78200	79000	78950	78450	76850	73800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	77650	72350	74800	78200	83200	88000	91850	91500	94950	97400	98450	89900	
Upper Quartile	0	0	0	0	0	0	0	70000	67900	70000	73000	76000	79400	82450	82650	88250	88750	87400	79600	
Median	0	0	0	0	0	0	0	65800	61950	65300	68600	71300	72250	73200	73650	77150	75550	77300	71650	
Lower Quartile	0	0	0	0	0	0	0	60700	54550	60250	64000	66900	67750	68600	68500	70000	68300	69600	66100	
Lower Decile	0	0	0	0	0	0	0	56050	47650	52000	58200	63000	62550	64900	62750	64500	63950	62900	60800	
Mean	0	0	0	0	0	0	0	66450	61100	64500	68550	72250	73800	76500	75450	79750	80700	80450	73800	
Supporting Data																				
Total Number	0	0	0	0	2	4	9	16	23	97	135	145	147	129	125	116	79	95	1122	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

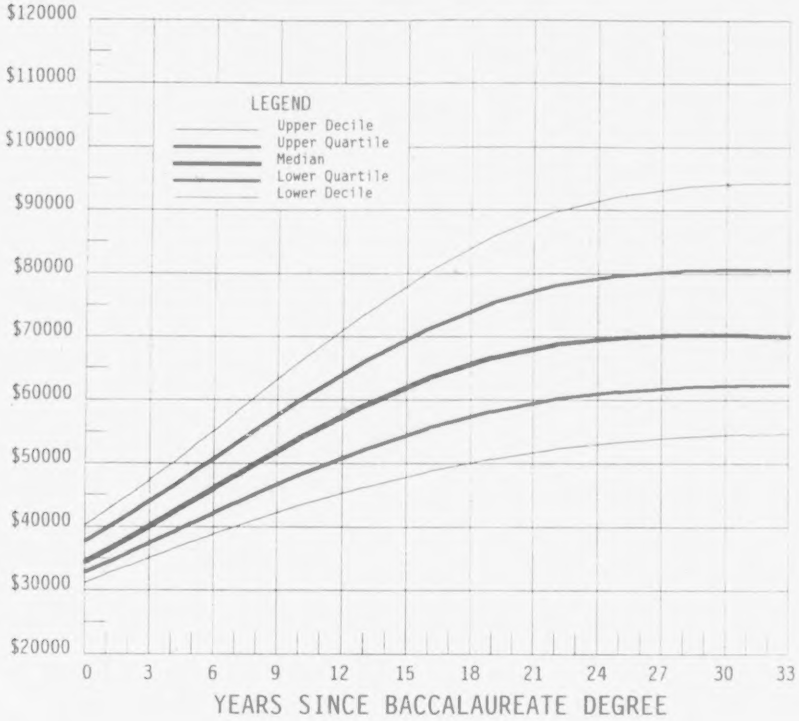
1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	79600	87050	93600	99050	103400	106750	109150	112100	98750	2.6
Upper Quartile	0	0	0	0	0	0	0	0	0	0	78900	84700	88700	91350	93050	94000	94550	94950	91900	4.0
Median	0	0	0	0	0	0	0	0	0	0	71850	77700	81900	84750	86550	87650	88300	88800	85000	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	0	67950	73150	76700	79050	80500	81350	81850	82200	78750	3.8
Lower Decile	0	0	0	0	0	0	0	0	0	0	64550	69300	72450	74350	75500	76100	76450	76700	72750	3.8
Mean	0	0	0	0	0	0	0	0	0	0	72250	78350	82950	86200	88450	89850	90750	91450	86550	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	83500	88500	94050	102100	94550	101550	131600	113450	98750	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	78650	84600	88700	93100	91250	93450	97600	94200	91900	
Median	0	0	0	0	0	0	0	0	0	0	67350	80300	83800	85850	83950	87750	90600	87500	85000	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	63150	76300	78750	80700	76550	81700	84800	81200	78750	
Lower Decile	0	0	0	0	0	0	0	0	0	0	59050	72350	75700	75450	71550	76350	80000	75300	72750	
Mean	0	0	0	0	0	0	0	0	0	0	70650	79600	83950	88450	83600	89250	97150	91100	86550	
Supporting Data																				
Total Number	0	0	0	0	1	0	2	1	0	2	12	21	35	38	47	53	27	30	269	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	66000	67950	71600	76200	79700	82050	83400	83950	83950	83600	82550	79650	2.2
Upper Quartile	0	0	0	0	0	0	0	60050	62300	66450	71650	75300	77300	78000	77650	76750	75600	73100	74050	2.2
Median	0	0	0	0	0	0	0	55750	58050	62400	67750	71400	73300	73700	73000	71750	70250	67250	69550	2.2
Lower Quartile	0	0	0	0	0	0	0	51300	53600	57950	63400	67100	68950	69200	68400	67000	65400	62200	64850	2.2
Lower Decile	0	0	0	0	0	0	0	45350	47550	51800	57300	61300	63600	64300	63850	62750	61400	58550	59800	2.2
Mean	0	0	0	0	0	0	0	56000	58200	62300	67500	71200	73300	74050	73750	72900	71750	69300	69750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	74050	72350	74550	77200	79400	79650	79500	79000	81700	86900	90500	79650	
Upper Quartile	0	0	0	0	0	0	0	68950	67900	69750	72500	74400	74400	74300	74300	75100	75600	81300	74050	
Median	0	0	0	0	0	0	0	65500	61950	65200	68650	70300	70300	70600	70500	70950	70800	73150	69550	
Lower Quartile	0	0	0	0	0	0	0	60350	54550	60150	64050	66350	66300	67200	66250	67000	65800	66150	64850	
Lower Decile	0	0	0	0	0	0	0	49900	47650	51850	57950	62800	61000	64150	61500	61450	62150	61300	59800	
Mean	0	0	0	0	0	0	0	64850	61100	64300	68350	71000	70700	71450	70500	71650	72050	75550	69750	
Supporting Data																				
Total Number	0	0	0	0	0	4	7	15	23	95	123	124	113	90	78	63	52	65	853	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

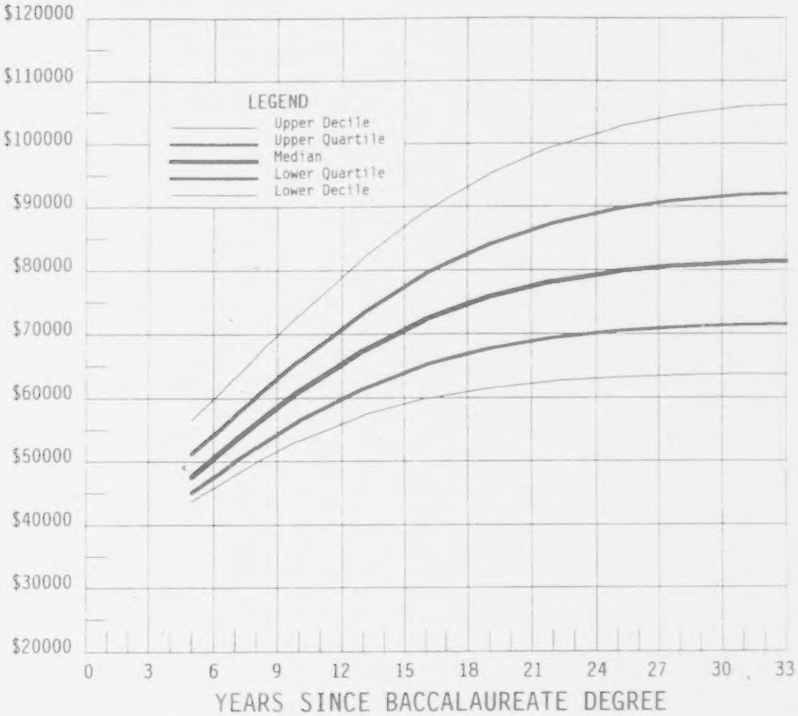
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40250	42550	44950	47400	49950	52550	55200	57900	60600	65950	73600	80300	85750	89750	92300	93700	94300	94150	82050	2.2
Upper Quartile	37650	39700	41850	44050	46250	48550	50800	53100	55400	59850	66050	71300	75300	78100	79700	80450	80600	80000	70150	2.2
Median	34400	36250	38150	40100	42050	44050	46050	48050	50050	53900	59100	63400	66650	68750	69850	70300	70250	69450	58850	2.2
Lower Quartile	32750	34300	35850	37400	39000	40600	42150	43700	45250	48200	52200	55600	58200	60100	61300	62000	62300	62300	47550	2.2
Lower Decile	31250	32550	33850	35150	36400	37650	38850	40000	41150	43350	46300	48750	50750	52300	53400	54200	54650	55100	40650	3.6
Mean	35150	37000	38850	40800	42750	44750	46750	48700	50700	54550	59900	64500	68050	70600	72200	73050	73400	73200	60450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39750	43250	45750	46100	49700	52650	54050	64150	60950	63650	76250	79450	84750	86850	93750	95000	96900	93650	82050	
Upper Quartile	36700	41150	42250	43450	47000	47750	51100	57150	55650	58350	67300	70850	71900	77200	83700	80200	84150	78700	70150	
Median	33500	34350	37900	41650	43750	45000	46700	50850	50900	52050	58700	64100	65100	67300	71650	69250	73750	69300	58850	
Lower Quartile	32650	32850	36050	37000	39250	42250	42150	45600	45250	47700	50700	57650	56750	58000	63400	63150	64750	61250	47550	
Lower Decile	32100	32100	31450	34850	36850	39350	37950	41350	41750	42800	44900	51700	49350	50500	55750	57950	56800	51900	40650	
Mean	34750	36400	38750	41000	43300	45800	46350	51450	51200	53250	59700	64950	66450	68900	75700	73100	76350	72000	60450	
Supporting Data																				
Total Number	754	602	820	1063	865	1401	1352	1346	1217	3760	3251	2906	2503	2960	2482	2204	1511	3239	34235	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	1	10	17	77	20	30	37	194	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

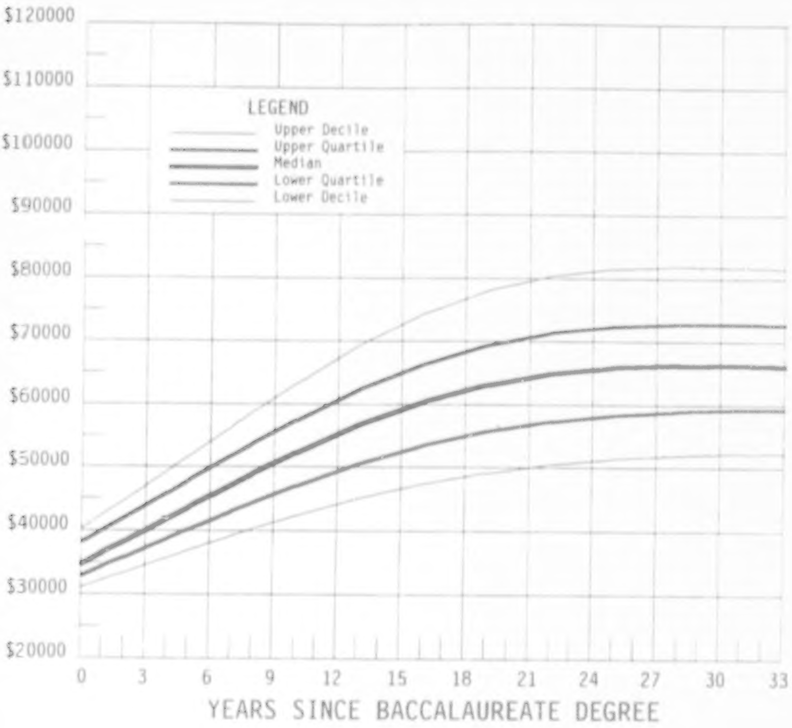
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56500	59900	63250	66600	73050	81900	89300	95150	99550	102600	104700	105950	107000	96350	3.6
Upper Quartile	0	0	0	0	0	51150	54200	57250	60200	65850	73350	79400	84000	87350	89650	91100	91950	92650	83800	3.8
Median	0	0	0	0	0	47600	50500	53300	56000	61050	67450	72300	75800	78200	79750	80700	81200	81600	72750	4.0
Lower Quartile	0	0	0	0	0	45050	47550	50000	52250	56400	61500	65200	67700	69400	70450	71100	71450	71700	63050	4.0
Lower Decile	0	0	0	0	0	43650	45850	47950	49900	53300	57250	59900	61550	62600	63200	63550	63700	63850	53250	4.0
Mean	0	0	0	0	0	48950	51850	54650	57400	62500	69050	74100	77850	80400	82100	83150	83750	84200	75250	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	62350	52750	67300	64950	77900	84800	84200	94500	96550	102600	103200	105250	115700	96350	
Upper Quartile	0	0	0	0	0	47200	51650	66100	59550	68400	78800	76050	84450	83900	87950	93600	91500	96800	83800	
Median	0	0	0	0	0	44000	47950	64100	58050	62500	69150	70550	73750	77350	80950	80650	80850	82600	72750	
Lower Quartile	0	0	0	0	0	42450	44100	51850	56550	60150	62500	65800	68700	68350	68450	72250	67300	76150	63050	
Lower Decile	0	0	0	0	0	41500	42250	50650	53550	54300	59000	61550	63100	60850	61150	65150	58800	68900	53250	
Mean	0	0	0	0	0	48050	48350	59400	59200	64450	71150	72350	77850	78450	82150	83450	81550	88000	75250	
Supporting Data																				
Total Number	0	0	1	8	8	339	341	238	139	472	666	948	720	1028	1274	714	718	843	8457	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	10	14	75	16	21	27	165	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40300	42500	44750	47050	49350	51700	54050	56400	58750	63250	69350	74350	78000	80350	81600	82000	81850	80800	73300	2.2
Upper Quartile	38100	40000	41950	43900	45850	47850	49850	51800	53700	57400	62350	66350	69350	71300	72350	72800	72800	72150	64550	2.2
Median	34750	36450	38200	40000	41800	43600	45400	47150	48900	52250	56750	60400	63100	64900	65900	66300	66350	65750	54100	2.2
Lower Quartile	32950	34350	35800	37250	38700	40150	41550	42950	44350	47000	50500	53450	55700	57300	58350	58950	59250	59300	45250	2.2
Lower Decile	31100	32250	33400	34600	35750	36900	38050	39150	40250	42300	45050	47350	49150	50500	51400	52000	52350	52600	38400	2.2
Mean	35350	37050	38800	40550	42300	44100	45850	47600	49300	52600	57100	60800	63600	65500	66650	67250	67400	67100	55600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39750	43250	45750	45950	49600	50300	54450	59700	59850	61150	72350	75400	74700	78250	81800	82350	87850	80350	73300	
Upper Quartile	36700	41150	42250	43400	46950	47750	50350	55250	54350	55850	62750	66550	67000	70850	74500	72650	75350	71950	64550	
Median	33500	34350	37900	41600	43650	45250	46300	49250	49750	51000	55550	61250	62050	62150	67850	66050	72000	65800	54100	
Lower Quartile	32650	32850	36050	36950	39200	42100	41400	44600	44250	47200	48800	54800	54050	54900	61100	61400	61050	58600	45250	
Lower Decile	32100	32100	31450	34850	36800	38500	34250	40600	41500	42400	44100	48800	47600	48800	53900	55850	56550	50250	38400	
Mean	34750	36400	38700	40750	43200	45100	45700	49750	50150	51650	56750	61350	61850	63850	68850	68100	71650	66350	55600	
Supporting Data																				
Total Number	754	602	819	1055	857	1062	1011	1108	1079	3288	2585	1958	1783	1932	1208	1491	793	2396	25778	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	[illegible]	3	3	8	10	29	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40200	42500	44850	47300	49800	52350	54950	57550	60150	65250	72350	78450	83100	86300	88150	88950	89100	88250	79350	2.2
Upper Quartile	37550	39600	41700	43850	46050	48300	50550	52750	55000	59300	65200	70050	73700	76100	77450	77900	77850	77000	68350	2.2
Median	34400	36250	38150	40100	42050	44000	46000	47950	49900	53600	58650	62750	65750	67650	68600	68850	68700	67750	57150	2.2
Lower Quartile	32750	34250	35800	37350	38900	40450	42000	43550	45050	47950	51850	55100	57600	59400	60500	61100	61350	61250	46650	2.2
Lower Decile	31200	32450	33700	35000	36250	37500	38700	39900	41100	43300	46250	48650	50500	51800	52600	53050	53300	53300	39650	2.2
Mean	35100	36950	38800	40750	42650	44600	46550	48500	50450	54200	59350	63600	66900	69100	70450	71050	71200	70750	58850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39750	43250	44900	46100	49600	52150	53750	64650	60350	63150	76000	78350	79900	82300	89750	89400	93500	88450	79350	
Upper Quartile	36700	41150	40550	43450	47100	47550	51050	57900	55700	57750	65300	70250	69850	75650	82150	75850	82250	76100	68350	
Median	33500	34050	37550	41700	44100	45050	46800	51200	51050	51800	57500	63900	64200	65250	71050	67550	73100	67750	57150	
Lower Quartile	32650	32800	35300	36950	39350	42400	42250	45800	45100	47550	49700	57400	55450	57150	63550	62650	63700	60200	46650	
Lower Decile	32100	32100	31200	34800	36800	39500	37650	41450	41700	42550	44400	51950	48600	49650	55250	56800	56000	51000	39650	
Mean	34700	36300	38000	41000	43300	45750	46350	51900	51150	52900	58800	64400	64600	66900	74850	71050	74200	69850	58850	
Supporting Data																				
Total Number	749	582	691	982	750	1261	1213	1161	1008	3106	2560	2344	1954	2420	1870	1641	1161	2657	28108	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	11	67	11	14	22	130	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56700	60100	63450	66700	72950	81150	87750	92800	96400	98850	100400	101300	102050	93100	3.8
Upper Quartile	0	0	0	0	0	51100	54200	57200	60150	65700	72900	78600	82800	85800	87800	89050	89800	90350	82200	3.8
Median	0	0	0	0	0	47550	50450	53250	56000	61000	67300	72000	75350	77600	79050	79900	80400	80750	70900	4.0
Lower Quartile	0	0	0	0	0	45150	47650	50100	52400	56450	61300	64700	66950	68350	69200	69700	69950	70150	61950	4.0
Lower Decile	0	0	0	0	0	44050	46400	48600	50600	54000	57500	59500	60450	60850	60950	60950	60950	60900	51300	3.8
Mean	0	0	0	0	0	49000	51950	54750	57450	62450	68750	73500	76900	79150	80650	81550	82050	82400	73250	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	62350	52650	67300	63450	78000	84650	83500	93650	90150	101800	99400	94800	114400	93100	
Upper Quartile	0	0	0	0	0	46950	51600	66100	59400	68550	79850	75300	82400	80900	87050	92400	89850	93700	82200	
Median	0	0	0	0	0	44000	47300	64150	58000	62500	69900	70450	71900	76750	80800	80550	78800	81450	70900	
Lower Quartile	0	0	0	0	0	42500	44000	51850	56550	60450	62850	66650	68950	64900	68800	67700	65900	75750	61950	
Lower Decile	0	0	0	0	0	41600	42200	50650	53500	54550	60050	62050	64200	60250	60900	64200	49900	67450	51300	
Mean	0	0	0	0	0	48100	48200	59500	58650	64550	71550	72100	76900	76000	82250	81700	78200	86600	73250	
Supporting Data																				
Total Number	0	0	1	7	6	330	334	235	132	397	493	728	436	757	929	463	573	634	6455	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	5	8	67	10	9	20	119	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40300	42450	44600	46800	49050	51300	53550	55750	57950	62100	67650	72050	75150	77000	77850	77950	77650	76400	71700	2.2
Upper Quartile	37900	39800	41700	43650	45650	47600	49550	51500	53400	57000	61900	65800	68650	70450	71400	71750	71650	70900	63600	2.2
Median	34700	36450	38150	39950	41700	43500	45300	47050	48750	52050	56450	60000	62550	64250	65150	65450	65400	64800	53300	2.2
Lower Quartile	32800	34250	35650	37100	38550	40000	41400	42800	44200	46800	50250	53100	55300	56800	57750	58250	58450	58400	44600	2.2
Lower Decile	30950	32150	33300	34500	35650	36800	37950	39050	40100	42150	44850	47100	48850	50100	50950	51450	51750	51900	37650	2.2
Mean	35250	36950	38700	40400	42150	43900	45650	47350	49050	52250	56550	60050	62650	64350	65350	65750	65800	65350	54550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39750	43250	44850	45950	49500	49850	54300	59850	59550	59900	70100	72450	71500	76200	78750	79500	81350	75850	71700	
Upper Quartile	36700	41150	40550	43400	47000	47600	50250	55850	54250	55300	61750	66150	66500	70100	73700	71650	74850	70600	63600	
Median	33500	34050	37550	41700	44050	45300	46550	49400	49700	50700	54600	61050	61750	61000	67500	65900	72050	64700	53300	
Lower Quartile	32650	32800	35300	36900	39300	42350	41350	44650	43900	47050	47950	54850	53800	54350	60900	61200	59700	57750	44600	
Lower Decile	32100	32100	31200	34800	36800	38350	33850	40600	41450	42200	43650	49150	47400	48550	53800	55300	56150	49550	37650	
Mean	34700	36300	38000	40800	43250	44950	45600	49950	50000	51150	55750	60950	61050	62800	67550	66900	70250	64600	54550	
Supporting Data																				
Total Number	749	582	691	975	744	931	879	926	876	2708	2067	1616	1518	1662	941	1178	588	2023	21654	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	5	2	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	44800	47350	50000	52700	55450	58250	61050	66750	75150	83150	90350	96500	101500	105300	107900	110650	91000	3.2
Upper Quartile	0	0	41800	44200	46600	49050	51500	54000	56450	61350	68300	74550	79900	84150	87400	89650	91100	92350	76450	3.6
Median	0	0	38500	40500	42550	44550	46600	48600	50600	54500	59900	64650	68600	71700	74050	75650	76650	77550	63600	3.6
Lower Quartile	0	0	36100	37700	39350	40950	42600	44200	45850	49000	53450	57400	60650	63150	65000	66200	67000	67700	52050	2.2
Lower Decile	0	0	34850	36050	37300	38500	39750	40950	42150	44550	47950	51100	53850	56250	58200	59700	60750	62000	44200	3.0
Mean	0	0	39200	41200	43250	45300	47350	49400	51500	55550	61300	66550	71100	74800	77700	79750	81150	82450	66650	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46600	46050	51000	53750	54800	55950	60050	65150	76950	84100	92800	99750	98050	101700	113800	108850	91000	
Upper Quartile	0	0	45800	43300	46500	48650	50550	52650	54600	59050	72150	74250	82650	86300	87550	86600	92600	89150	76450	
Median	0	0	44400	39950	41900	43400	44800	48500	50050	52900	61600	64550	70600	73750	73900	74000	77300	75450	63600	
Lower Quartile	0	0	38400	37150	38550	40850	41700	44450	45250	48250	54450	58050	61600	64350	62800	63750	67300	69700	52050	
Lower Decile	0	0	36300	36000	36800	38800	38450	41050	41800	44750	48300	49950	53750	56450	60100	60550	59950	60350	44200	
Mean	0	0	42550	41050	43050	45250	46000	48550	50800	54150	62950	66500	72850	76950	77050	77900	82500	80700	66650	
Supporting Data																				
Total Number	5	20	128	82	113	130	131	177	195	581	628	512	495	471	529	479	266	488	5429	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	4	6	8	8	8	10	46	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73100	82700	91100	98000	103350	107300	110000	111800	113550	104550	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66250	74300	81150	86600	90750	93700	95750	97000	98150	89050	3.4
Median	0	0	0	0	0	0	0	0	0	60200	66950	72450	76650	79700	81800	83200	84000	84700	77050	3.6
Lower Quartile	0	0	0	0	0	0	0	0	0	55250	60350	64350	67300	69400	70800	71700	72200	72650	67300	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	51000	55700	59700	62850	65300	67050	68250	69050	69900	61100	3.0
Mean	0	0	0	0	0	0	0	0	0	61750	68800	74650	79250	82650	85000	86600	87600	88500	80650	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75850	86250	88050	95150	108800	100050	111000	119750	117950	104550	
Upper Quartile	0	0	0	0	0	0	0	0	0	67500	76450	78550	86950	92750	89050	93950	103700	102400	89050	
Median	0	0	0	0	0	0	0	0	0	61950	66700	71350	76600	81200	81500	79350	86800	87250	77050	
Lower Quartile	0	0	0	0	0	0	0	0	0	57200	61350	63400	67050	72200	63550	74100	77450	76900	67300	
Lower Decile	0	0	0	0	0	0	0	0	0	52400	57050	60350	61850	65350	61450	72400	72800	72350	61100	
Mean	0	0	0	0	0	0	0	0	0	63600	70250	72750	78950	84400	81150	86050	92500	91600	80650	
Supporting Data																				
Total Number	0	0	0	1	2	9	6	4	7	70	161	210	270	247	308	217	120	178	1808	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	4	6	6	5	6	6	36	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	44700	47050	49550	52050	54600	57200	59800	65000	72450	79200	84850	89150	92150	94050	95050	95650	78550	2.2
Upper Quartile	0	0	42000	44150	46400	48600	50850	53100	55300	59600	65500	70400	74050	76450	77800	78300	78250	77400	68350	2.2
Median	0	0	39000	40700	42450	44200	45950	47700	49400	52750	57350	61250	64400	66700	68250	69200	69750	70000	57200	2.2
Lower Quartile	0	0	36500	37950	39350	40750	42150	[illegible]	44900	47600	51300	54500	57200	59300	60900	62000	62750	63600	47850	2.2
Lower Decile	0	0	35100	36250	37350	38450	39500	40600	41650	43650	46450	48850	50900	52550	53850	54850	55550	56450	41900	2.2
Mean	0	0	39450	41200	43000	44800	46600	48400	50200	53700	58600	62900	66450	69150	71100	72350	73150	73800	59650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46600	45750	50650	52750	54650	56050	58900	62850	75050	79650	85400	89150	93450	92700	101400	92850	78550	
Upper Quartile	0	0	45800	43100	46300	48400	50300	52400	54100	57750	70450	68600	74350	75700	77000	76000	79800	78300	68350	
Median	0	0	44400	39850	41750	43500	44200	48350	49700	51900	59300	61250	63550	65950	68350	65250	69700	72950	57200	
Lower Quartile	0	0	38400	37100	38500	41150	41600	44350	45100	47750	52250	53750	55050	58350	60700	61500	62750	65150	47850	
Lower Decile	0	0	36300	35950	36800	38900	38300	40950	41700	44400	47000	47550	48300	51400	53500	58400	57500	55250	41900	
Mean	0	0	42550	40300	42750	45150	45700	48450	50100	52900	60450	62200	65550	68750	71250	71150	74300	74400	59650	
Supporting Data																				
Total Number	5	20	128	80	111	121	125	174	188	512	467	302	224	225	221	263	146	310	3621	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	5	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

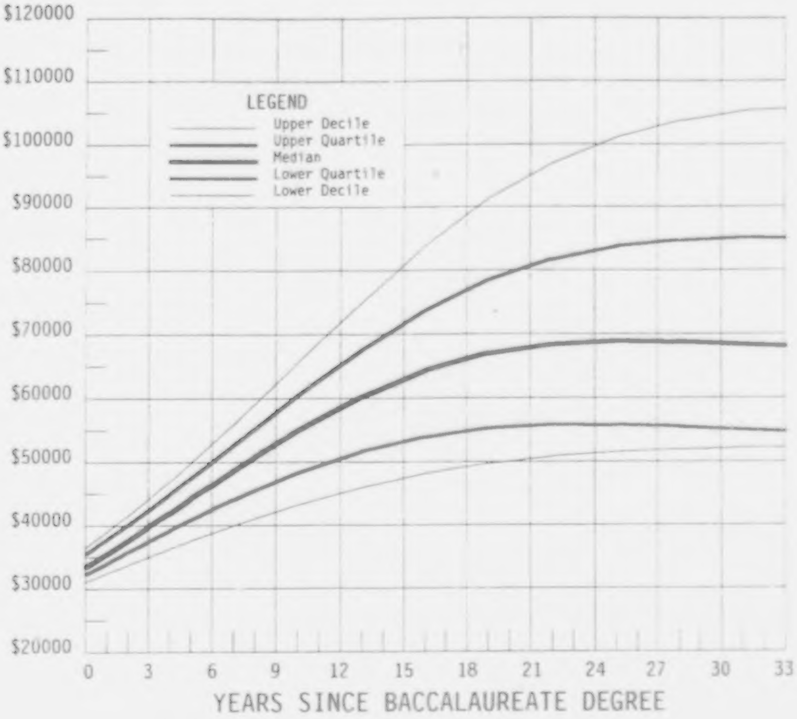
1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	64450	70950	80750	90150	98550	105500	110800	114550	116950	119300	105000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	59850	65750	74250	81750	87750	92000	94550	95750	96000	95100	87750	2.2
Median	0	0	0	0	0	0	0	0	55300	60600	68100	74350	78900	81750	83000	83150	82600	80600	74350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	50650	54950	60750	65550	69000	71150	72150	72300	71950	70600	64700	2.2
Lower Decile	0	0	0	0	0	0	0	0	45600	48900	53500	57400	60500	62650	64100	64850	65200	65150	57750	2.2
Mean	0	0	0	0	0	0	0	0	55300	60450	67850	74300	79500	83200	85500	86650	87000	86450	78250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	73350	0	0	70150	71750	76700	86450	94850	107950	114950	109500	122850	118200	105000	
Upper Quartile	0	0	0	0	0	60950	0	0	64400	68450	70600	78550	83500	93650	97850	93950	93500	98050	87750	
Median	0	0	0	0	0	56150	0	0	60350	63600	65100	71450	76200	81800	82700	82750	80650	83950	74350	
Lower Quartile	0	0	0	0	0	51000	0	0	49200	56750	59900	64400	66200	72350	70750	73650	70200	72300	64700	
Lower Decile	0	0	0	0	0	43000	0	0	47900	46700	53700	59750	59850	65450	61900	66350	64350	64950	57750	
Mean	0	0	0	0	0	56500	0	0	59000	61750	65250	73500	76450	84050	86050	85250	87300	87950	78250	
Supporting Data																				
Total Number	0	0	0	0	2	10	8	9	15	73	63	50	54	69	83	84	84	94	698	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	1	8	5	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	64400	70250	78850	86700	93400	98700	102500	105000	106450	107500	94850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	60000	65500	73200	79650	84500	87600	89100	89500	89200	87500	80150	2.2
Median	0	0	0	0	0	0	0	0	55450	60400	67100	72350	75850	77600	78000	77450	76450	73900	69700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	50550	54600	59900	64050	66800	68250	68650	68350	67650	65850	62750	2.2
Lower Decile	0	0	0	0	0	0	0	0	45300	48500	52900	56650	59550	61650	63000	63750	64100	64050	55600	2.2
Mean	0	0	0	0	0	0	0	0	55250	60050	66700	72350	76650	79500	81050	81650	81550	80500	73300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	73350	0	0	70150	71150	77100	81350	89500	95350	114450	103250	97700	116200	94850	
Upper Quartile	0	0	0	0	0	60950	0	0	64400	67900	70500	75700	79800	84850	97300	88950	84950	91500	80150	
Median	0	0	0	0	0	56150	0	0	60350	63300	64450	68250	72800	75050	79550	77100	75850	76600	69700	
Lower Quartile	0	0	0	0	0	51000	0	0	49200	56150	58650	63900	63150	67550	68450	70750	66700	66700	62750	
Lower Decile	0	0	0	0	0	43000	0	0	47900	46250	52850	60200	58200	64300	62050	64450	62850	64100	55600	
Mean	0	0	0	0	0	56500	0	0	59000	61250	64700	71200	72800	77900	84100	81000	79350	83650	73300	
Supporting Data																				
Total Number	0	0	0	0	2	10	6	9	15	68	51	39	40	45	46	50	59	63	503	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	2	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

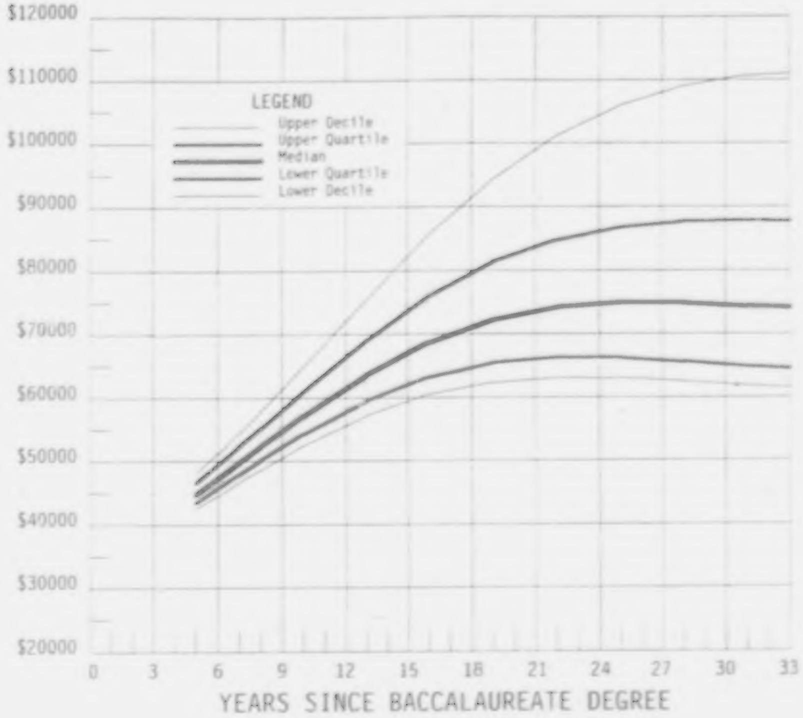
SALARY CURVES FOR ENGINEERS IN CHICAGO METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36450	38900	41500	44150	47000	49900	52900	56000	59150	65550	75000	83750	91200	96950	101050	103700	105250	106550	80950	2.2
Upper Quartile	35400	37650	40000	42400	44900	47450	50000	52600	55200	60350	67550	73650	78400	81650	83650	84700	85100	85000	66050	2.2
Median	33350	35450	37550	39750	41950	44200	46400	48650	50800	54900	60250	64300	67000	68400	68900	68800	68350	67300	50600	2.2
Lower Quartile	32300	34000	35750	37450	39150	40850	42500	44050	45550	48300	51650	53950	55300	55850	55800	55500	55050	54150	42550	2.2
Lower Decile	31150	32450	33700	35000	36300	37500	38750	39900	41050	43200	45950	48150	49750	50850	51550	52000	52200	52300	36100	2.2
Mean	34100	36100	38150	40300	42450	44600	46800	49000	51150	55300	61000	65650	69150	71500	72850	73500	73700	73550	56050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33950	43200	45150	43800	49450	47300	51950	60300	59700	64900	77450	80400	89300	99200	94950	111150	113700	109700	80950	
Upper Quartile	33600	41650	40650	43000	47700	46100	46850	52850	57950	61150	69400	71400	78850	81150	77950	89000	96250	87200	66050	
Median	33050	33800	37750	41650	44950	44550	43600	51250	51100	52650	60900	68500	66450	64100	68550	77850	76250	65900	50600	
Lower Quartile	32550	32900	36150	37300	40400	42750	41550	47750	43250	44300	50350	61500	54550	51650	620[illegible]	55900	65350	47650	42550	
Lower Decile	32200	32350	31050	35200	38650	41550	33250	42600	41850	42150	42500	56700	46200	48200	60[illegible]	58200	59550	45450	36100	
Mean	33500	37000	38500	40900	44900	45000	44150	51350	51400	54100	60400	67900	67750	70250	73050	80700	81350	70850	56050	
Supporting Data																				
Total Number	338	287	410	473	382	540	488	169	276	717	420	593	588	656	485	197	124	389	7532	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	7	4	4	0	10	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

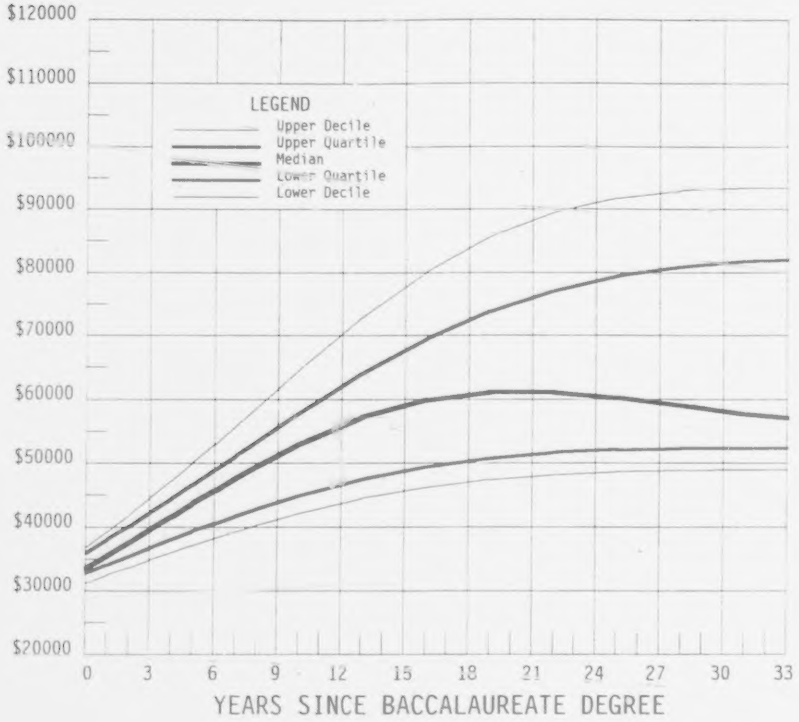
SALARY CURVES FOR ENGINEERS IN CHICAGO METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	48050	51200	54500	57900	64900	75550	85600	94300	101150	105950	109050	110750	112050	95400	2.2
Upper Quartile	0	0	0	0	0	46650	49450	52300	55200	60900	69050	75950	81250	84800	86800	87650	87800	87200	71800	2.2
Median	0	0	0	0	0	44800	47300	49800	52300	57150	63600	68700	72200	74150	74900	74850	74400	73200	62850	2.2
Lower Quartile	0	0	0	0	0	43450	45750	48000	50150	54300	59500	63250	65450	66300	66250	65650	64850	63250	54600	2.2
Lower Decile	0	0	0	0	0	42500	44600	46700	48700	52450	57200	60500	62400	63150	63100	62550	61850	60400	44000	2.2
Mean	0	0	0	0	0	45400	48000	50650	53300	58500	65700	71650	76000	78700	80100	80500	80400	79550	66700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46550	52250	58550	61450	67300	79800	76050	98800	112950	97750	118350	119150	120450	95400	
Upper Quartile	0	0	0	0	0	45100	50850	52600	59350	63250	73450	71150	89400	91200	71800	105150	110350	108600	71800	
Median	0	0	0	0	0	43400	45600	51700	58050	61450	66200	69100	74550	70400	65800	83950	96000	90350	62850	
Lower Quartile	0	0	0	0	0	42200	43300	50800	56750	59100	61550	62750	65550	62300	62000	74050	71500	72450	54600	
Lower Decile	0	0	0	0	0	41500	41950	50250	55650	56150	57450	60600	60050	60600	60750	68100	64350	66900	44000	
Mean	0	0	0	0	0	44350	46800	52650	58700	62050	68400	69200	77800	78950	72200	89650	92500	92600	66700	
Supporting Data																				
Total Number	1	3	4	10	4	250	246	95	114	191	119	366	169	272	349	83	54	85	2415	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	6	3	2	0	4	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CHICAGO METROPOLITAN AREA NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36800	39250	41800	44500	47250	50050	52950	55850	58800	64650	72950	80100	85650	89500	91800	93000	93400	93200	76200	2.2
Upper Quartile	35950	38000	40050	42250	44400	46650	48900	51150	53400	57850	64050	69450	73850	77100	79400	80850	81750	82500	57950	2.2
Median	33500	35450	37500	39550	41600	43650	45650	47650	49550	53000	57200	59900	61100	61100	60250	59000	57650	55000	45800	2.2
Lower Quartile	32750	34100	35400	36750	38050	39300	40500	41700	42850	44900	47500	49450	50800	51650	52150	52300	52350	52200	41000	2.2
Lower Decile	31250	32450	33650	34850	36000	37150	38250	39300	40300	42150	44450	46200	47450	48200	48650	48850	48950	48850	33550	2.2
Mean	34300	36150	38000	39900	41850	43750	45650	47500	49350	52850	57550	61350	64150	66000	67150	67700	67900	67850	51050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	43100	44900	43700	49350	48600	48900	63450	53650	63850	76200	82300	84800	87950	93550	91950	88950	95400	76200	
Upper Quartile	33600	41550	40550	42950	47650	46550	43750	55150	48850	54950	66750	73850	75900	76050	84450	83850	81050	79400	57950	
Median	33050	33800	37750	41600	44900	45350	41950	46700	43650	50700	55950	64350	61100	59350	73650	72300	70350	49700	45800	
Lower Quartile	32550	32900	36150	37200	40350	44150	33550	42850	42300	43200	43700	57400	53250	48750	62500	61350	62300	46850	41000	
Lower Decile	32200	32350	31000	35150	38650	41850	32600	41100	41500	41800	42050	51400	45550	47700	55400	56200	57550	45100	33550	
Mean	33350	36650	38250	40550	44500	45600	41400	49700	46250	51250	57250	65750	63700	64050	75250	74200	72750	64750	51050	
Supporting Data																				
Total Number	337	284	405	463	378	290	243	75	162	526	301	227	419	384	136	114	70	304	5117	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	0	6	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36200	38600	41100	43700	46400	49200	52100	55050	58050	64150	73150	81400	88450	93950	97900	100500	102050	103500	76700	2.2
Upper Quartile	35350	37550	39850	42250	44650	47150	49650	52200	54700	59600	66450	72200	76600	79550	81350	82200	82500	82300	63100	2.2
Median	33100	35250	37450	39700	42000	44250	46550	48750	50900	54900	59800	63100	64800	65250	64850	64000	63050	61200	48250	2.2
Lower Quartile	32450	34050	35700	37350	38950	40500	42050	43500	44950	47500	50550	52700	53950	54500	54550	54300	53900	53150	42000	2.2
Lower Decile	31100	32400	33700	34950	36200	37450	38650	39800	40950	43050	45700	47800	49350	50400	51050	51400	51550	51600	34250	2.2
Mean	33850	35800	37800	39850	41950	44050	46150	48250	50350	54350	59700	64050	67300	69400	70600	71150	71300	71050	53900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	42950	42500	43700	49300	46900	51600	56750	59300	63650	76550	77550	86650	93250	93550	112750	114350	104900	76700	
Upper Quartile	33600	41400	39700	42900	47700	46000	46550	52600	57650	60650	68050	71150	75150	76600	78100	88250	96050	83850	63100	
Median	33050	33750	37400	41600	44950	44500	43450	51250	50300	52200	60050	68650	62050	62750	69600	76850	73800	55500	48250	
Lower Quartile	32500	32850	36000	37150	40250	42700	41500	49200	43050	43700	46300	61750	53600	49550	62550	65900	64500	47150	42000	
Lower Decile	32200	32350	30900	35150	38600	41550	33150	42900	41800	42000	42200	56900	45650	48000	60400	57950	58900	45250	34250	
Mean	33200	36400	37300	40600	44650	44600	43600	50700	50550	53000	59200	67550	64500	67050	73600	80600	80250	67400	53900	
Supporting Data																				
Total Number	332	276	359	457	355	496	458	143	249	625	341	486	455	546	338	150	101	329	6495	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	4	0	6	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	47600	50650	53750	56950	63450	73300	82500	90500	96750	101250	104150	105850	107300	87650	2.2
Upper Quartile	0	0	0	0	0	46550	49300	52100	54950	60500	68400	75100	80250	83650	85600	86450	86600	86050	70700	2.2
Median	0	0	0	0	0	44700	47150	49650	52150	56900	63350	68450	71950	73950	74750	74800	74400	73250	62100	2.2
Lower Quartile	0	0	0	0	0	43400	45700	47950	50150	54300	59550	63250	65400	66200	66100	65450	64600	62950	51600	2.2
Lower Decile	0	0	0	0	0	42450	44550	46650	48650	52450	57150	60450	62350	63050	62950	62400	61650	60200	43500	2.2
Mean	0	0	0	0	0	45100	47650	50250	52850	57900	64900	70650	74900	77600	79000	79500	79450	78700	64400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46300	52200	56700	59850	65250	80000	73550	95900	105700	90600	119450	119900	118600	87650	
Upper Quartile	0	0	0	0	0	44950	50800	52500	59150	63150	74000	70950	85400	84300	71700	107150	112250	105850	70700	
Median	0	0	0	0	0	43300	45600	51650	57950	61500	66100	69100	73200	65650	68850	82800	98700	86800	62100	
Lower Quartile	0	0	0	0	0	42150	43300	50800	56750	59550	61450	62850	63650	61850	62500	72800	70350	71700	51600	
Lower Decile	0	0	0	0	0	41450	41950	50300	56000	56200	56350	60650	59000	60400	60850	68050	62900	66450	43500	
Mean	0	0	0	0	0	43900	46700	52400	57850	61150	68600	68800	75300	75100	72050	89750	92400	90300	64400	
Supporting Data																				
Total Number	0	0	2	7	3	244	243	90	104	168	97	323	113	221	232	63	41	67	2019	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	2	0	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36550	38850	41250	43700	46250	48900	51550	54250	56950	62350	70100	76900	82400	86450	89200	90850	91750	92350	72350	2.2
Upper Quartile	36100	38000	39900	41900	43900	45950	48000	50100	52150	56200	61950	67000	71100	74150	76250	77500	78150	78500	53800	2.2
Median	33650	35550	37550	39500	41400	43300	45150	46900	48550	51450	54750	56650	57300	57100	56350	55400	54450	52850	44600	2.2
Lower Quartile	32850	34100	35350	36600	37800	38950	40100	41200	42300	44250	46700	48600	49900	50700	51100	51200	51100	50700	39600	2.2
Lower Decile	31350	32500	33650	34800	35900	37000	38100	39100	40100	41900	44200	46000	47200	48000	48350	48500	48450	48100	33300	2.2
Mean	34250	35950	37700	39450	41200	43000	44750	46500	48200	51500	55900	59500	62150	63950	64950	65350	65350	64850	49150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	42950	42350	43650	49250	47950	46100	56850	52200	61550	73250	81150	82950	84750	94900	91250	88600	91650	72350	
Upper Quartile	33600	41400	39650	42850	47650	46500	43350	53600	47150	53150	64300	72850	71200	73250	86700	83050	79100	75050	53800	
Median	33050	33750	37400	41550	44950	45350	41650	45850	43400	50350	53850	64400	55550	51200	75200	72050	63450	49000	44600	
Lower Quartile	32500	32850	35850	37100	40250	44250	33350	42650	42200	42950	43200	56850	49550	48500	62950	60850	62050	46500	39600	
Lower Decile	32200	32350	30900	35150	38600	42000	32550	40700	41450	41700	41850	49950	45250	47550	55000	56200	57450	45000	33300	
Mean	33200	36400	37200	40400	44300	45300	40100	47700	45300	49950	55450	65100	60950	61600	76950	74000	72000	61550	49150	
Supporting Data																				
Total Number	332	276	356	450	352	253	215	52	145	457	243	163	342	325	105	87	60	262	4477	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	0	4	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46150	49750	53500	57450	61500	65650	69900	78250	89800	98900	104750	107350	107550	106300	104500	100750	94800	2.2
Upper Quartile	0	0	42350	45300	48400	51500	54700	57950	61150	67350	75700	82050	86050	87900	88100	87350	86250	83800	79550	2.2
Median	0	0	39500	41850	44250	46650	49050	51450	53850	58400	64400	69050	72250	74050	74800	74850	74500	73500	63750	2.2
Lower Quartile	0	0	37550	39400	41300	43200	45050	46900	48750	52250	57000	60900	63800	65850	67150	67850	68150	68300	55250	2.2
Lower Decile	0	0	36250	37850	39400	41000	42550	44050	45550	48400	52200	55400	57850	59600	60800	61550	62000	62400	44750	2.2
Mean	0	0	40750	43250	45800	48400	51050	53650	56200	61200	67850	73050	76600	78650	79450	79450	79100	77900	68750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	60600	64500	54300	59700	76350	66100	78500	79350	81100	85350	96950	117900	104950	101550	113750	121300	94800	
Upper Quartile	0	0	48250	52400	46400	56400	57650	61800	66250	66450	73700	76350	85600	101150	75000	86500	97500	105900	79550	
Median	0	0	44800	46400	44350	45200	47500	49850	56300	58750	65550	65600	77300	82700	63050	76500	90400	84950	63750	
Lower Quartile	0	0	41650	42250	42300	42700	43300	43900	49150	51350	56250	60700	68200	69750	61400	63700	80550	72500	55250	
Lower Decile	0	0	38800	39300	41050	41400	41100	41850	46100	46650	51350	56200	60200	59700	60450	58150	62000	62900	44750	
Mean	0	0	46800	49100	46700	48900	51800	54400	59400	61050	65550	69300	78150	85950	71350	77650	88700	89500	68750	
Supporting Data																				
Total Number	6	11	47	15	24	39	31	25	23	86	72	100	116	91	141	37	15	58	936	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	4	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

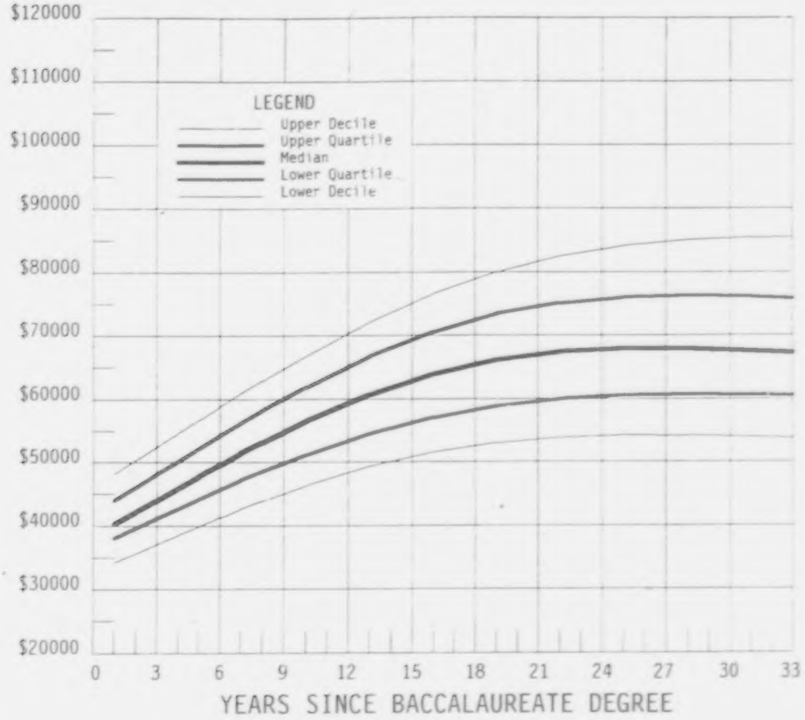
1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73800	87600	99600	108200	112900	114300	113550	111750	107650	110900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64850	73550	80150	84150	85700	85500	84350	82850	79850	88450	2.2
Median	0	0	0	0	0	0	0	0	0	58050	64300	68900	71650	72800	72800	72200	71250	69400	69500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54450	59800	63850	66450	67800	68150	67950	67450	66250	62050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53500	58300	61650	63450	64050	63750	63050	62200	60550	60200	2.2
Mean	0	0	0	0	0	0	0	0	0	61100	68700	74600	78400	80250	80650	80150	79200	77200	77550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	89200	75900	96350	109600	123850	108650	111450	0	124500	110900	
Upper Quartile	0	0	0	0	0	0	0	0	0	68400	73150	75100	95750	113050	72550	88350	0	115300	88450	
Median	0	0	0	0	0	0	0	0	0	60050	68300	67050	77900	86800	62800	81250	0	99950	69500	
Lower Quartile	0	0	0	0	0	0	0	0	0	57350	62100	62000	68800	78400	61400	74800	0	83700	62050	
Lower Decile	0	0	0	0	0	0	0	0	0	55250	60100	60200	63550	71000	60550	62950	0	67750	60200	
Mean	0	0	0	0	0	0	0	0	0	65700	68150	71950	82600	96150	71950	84050	0	100200	77550	
Supporting Data																				
Total Number	1	3	2	3	0	5	2	4	7	19	18	41	51	39	113	12	9	18	349	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHICAGO METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45050	48600	52250	56050	60000	63950	67950	75800	86200	93850	98100	99400	98550	96650	94450	90400	86100	2.2
Upper Quartile	0	0	41950	44850	47800	50900	54000	57150	60300	66400	74550	80850	84850	86800	87200	86600	85600	83400	76000	2.2
Median	0	0	39550	41750	43950	46200	48500	50750	53000	57300	63150	67950	71550	73900	75250	75900	76100	75850	61200	2.2
Lower Quartile	0	0	37750	39400	41050	42700	44400	46000	47650	50750	55050	58700	61650	63950	65600	66700	67450	68250	48300	2.2
Lower Decile	0	0	36500	37950	39350	40750	42100	43450	44750	47250	50500	53150	55250	56750	57750	58400	58800	59200	42800	2.2
Mean	0	0	40800	43150	45550	47950	50400	52800	55200	59800	65900	70800	74200	76250	77250	77500	77300	76550	63450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49700	50950	54300	59900	76600	67150	68200	76000	81850	83700	87800	105750	81000	93500	0	117700	86100	
Upper Quartile	0	0	47900	47900	46400	47750	55650	61950	62700	66000	74300	78400	82900	88750	75650	84850	0	93200	76000	
Median	0	0	44550	44900	44350	44400	46950	48800	51600	56750	64850	64550	76850	75150	67400	72550	0	79350	61200	
Lower Quartile	0	0	41500	40850	42300	42400	43300	43300	47900	49800	53850	58700	67300	62050	61550	61850	0	71700	48300	
Lower Decile	0	0	38750	38900	41050	41300	40900	41600	45000	45850	50700	54100	55700	56550	57950	55300	0	60550	42800	
Mean	0	0	45800	44750	46700	47550	51450	53800	54900	59700	64700	67450	74600	78100	69050	74450	0	84600	63450	
Supporting Data																				
Total Number	5	8	46	11	24	34	28	20	16	67	54	59	64	51	28	25	6	40	587	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

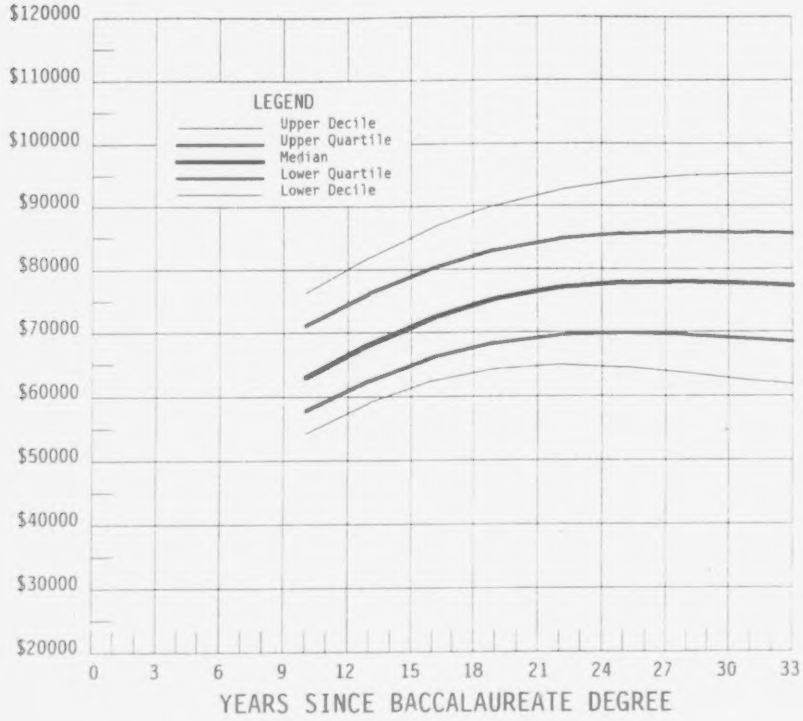
SALARY CURVES FOR ENGINEERS IN NEW YORK CITY METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	48250	50350	52450	54600	56700	58800	60850	62900	66800	72100	76550	80000	82500	84100	85050	85500	85600	77450	2.2
Upper Quartile	0	44050	46050	48100	50150	52200	54250	56200	58150	61850	66700	70550	73350	75100	75950	76250	76100	75300	69200	2.2
Median	0	40300	42150	44000	45900	47750	49600	51400	53150	56450	60700	63950	66150	67400	67900	67900	67550	66500	60850	2.2
Lower Quartile	0	38100	39650	41200	42700	44200	45700	47150	48500	51100	54450	57050	58850	59950	60500	60700	60600	60050	52800	2.2
Lower Decile	0	34250	35650	37100	38500	39900	41300	42600	43900	46250	49300	51550	53050	53900	54250	54200	53950	53200	45900	2.2
Mean	0	41050	42850	44650	46450	48250	50000	51700	53400	56600	60800	64150	66600	68200	69050	69400	69400	68900	61650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	47600	49900	50250	55100	55000	58200	61350	63550	68700	72800	75850	78150	78900	83000	85250	89350	86850	77450	
Upper Quartile	0	41500	44200	47400	53100	51800	53900	56900	59100	62950	66850	68750	72200	73150	75550	77200	80300	75050	69200	
Median	0	39400	39850	43200	46350	48300	49800	52700	54450	57100	60400	63000	65350	66500	67250	68250	68500	67300	60850	
Lower Quartile	0	36650	38050	39850	44050	44100	45350	47950	50350	51700	54600	56100	57350	58400	60550	61200	62750	60200	52800	
Lower Decile	0	30850	35100	36450	40100	39450	41700	43750	45550	46300	50400	50600	51350	52150	54400	53350	54950	54450	45900	
Mean	0	39500	41700	43550	47350	48000	49850	52600	54550	57350	61100	63150	65350	66600	68450	69700	71800	69400	61650	
Supporting Data																				
Total Number	58	145	200	178	311	354	340	482	587	1817	1544	1306	922	1121	1293	773	675	1217	13323	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	4	3	12	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

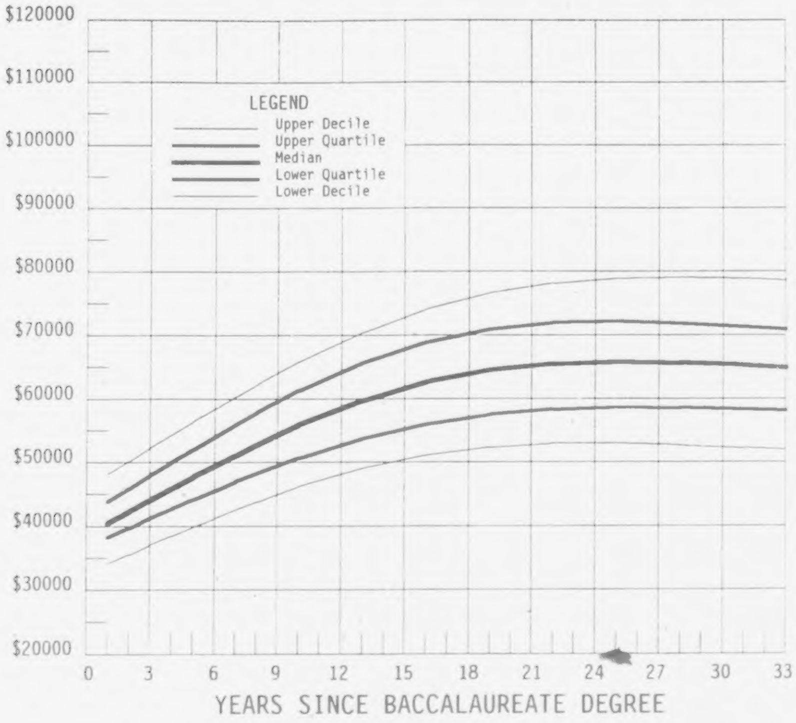
SALARY CURVES FOR ENGINEERS IN NEW YORK CITY METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	76250	81950	86600	90100	92550	94100	94900	95200	95100	91150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	71150	76200	80150	83000	84750	85600	85900	85750	84950	83400	2.2
Median	0	0	0	0	0	0	0	0	0	62850	68150	72300	75250	77050	77850	78000	77700	76600	74300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	57700	62450	66050	68350	69550	69850	69550	68900	67300	66450	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	54250	59050	62450	64300	64900	64500	63550	62400	59950	59650	2.2
Mean	0	0	0	0	0	0	0	0	0	64400	69400	73350	76150	77850	78700	78900	78700	77800	75550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	75150	82950	87900	87750	95100	91750	94600	96650	95000	91150	
Upper Quartile	0	0	0	0	0	0	0	0	0	70650	76450	82350	80350	86550	82600	87150	88850	84100	83400	
Median	0	0	0	0	0	0	0	0	0	64850	66050	74050	74100	76100	77350	77900	84550	74350	74300	
Lower Quartile	0	0	0	0	0	0	0	0	0	60900	59250	66750	69150	69000	70450	70150	70750	66250	66450	
Lower Decile	0	0	0	0	0	0	0	0	0	56550	57150	62500	64200	62900	65200	65700	65750	58300	59650	
Mean	0	0	0	0	0	0	0	0	0	65500	68250	74600	74800	77950	77800	79600	82450	76400	75550	
Supporting Data																				
Total Number	5	2	2	0	1	1	4	12	16	124	229	185	218	207	236	182	236	404	2062	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN NEW YORK CITY METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	48150	50200	52300	54350	56400	58400	60350	62250	65850	70450	74050	76600	78100	78850	79050	78850	78050	72700	2.2
Upper Quartile	0	43850	45900	47950	50000	52000	54000	55950	57800	61300	65700	68900	70950	71950	72150	71800	71250	69700	66500	2.2
Median	0	40450	42250	44050	45900	47650	49400	51100	52750	55850	59700	62600	64500	65500	65800	65650	65250	64100	58650	2.2
Lower Quartile	0	38200	39700	41250	42700	44150	45550	46950	48250	50650	53700	55950	57450	58300	58600	58550	58300	57550	51500	2.2
Lower Decile	0	34050	35550	37000	38450	39850	41200	42550	43800	46150	49050	51100	52350	52900	52950	52650	52250	51150	45000	2.2
Mean	0	41100	42850	44600	46350	48100	49750	51400	53000	55950	59700	62550	64450	65550	66000	66000	65750	64850	59150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	47650	49500	50250	55100	54950	58000	60900	63100	67850	70750	71900	73450	74650	81700	82250	77650	78350	72700	
Upper Quartile	0	41000	44000	47400	53100	51800	53800	56500	58850	62300	65700	67000	68850	71250	72650	72250	70650	71050	66500	
Median	0	39400	39800	43200	46350	48250	49800	52500	54200	56500	59600	61300	62400	64800	65750	66050	65500	65300	58650	
Lower Quartile	0	36550	38050	39850	44050	44050	45400	47750	50250	51300	53750	55100	55300	56650	59050	58500	59150	58700	51500	
Lower Decile	0	30850	35050	36450	40100	39450	41800	43650	45400	46050	49950	50150	50250	51450	53500	52450	52250	52500	45000	
Mean	0	39500	41350	43550	47300	48000	49850	52400	54250	56750	59850	61250	62400	64050	66400	66600	66100	65950	59150	
Supporting Data																				
Total Number	52	143	198	178	311	353	336	469	571	1694	1315	1121	704	915	1057	591	439	813	11261	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	46850	48600	50400	52200	53950	55700	57450	59150	62450	66950	70850	74050	76550	78400	79700	80500	81450	72900	2.2
Upper Quartile	0	41800	43700	45600	47500	49400	51300	53150	55000	58450	63100	66850	69650	71500	72550	73050	73100	72650	65350	2.2
Median	0	39750	41350	43000	44600	46200	47800	49350	50850	53650	57400	60350	62550	64000	64850	65200	65300	64950	56750	2.2
Lower Quartile	0	37550	38900	40250	41600	42900	44150	45400	46600	48800	51700	54000	55750	56900	57600	57950	58050	57950	49750	2.2
Lower Decile	0	33600	34900	36200	37500	38800	40000	41200	42350	44500	47250	49400	50850	51800	52250	52350	52300	51850	43150	2.2
Mean	0	40150	41750	43300	44900	46450	47950	49450	50950	53700	57400	60450	62750	64400	65450	66050	66350	66350	57850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	47550	48300	49950	50800	53550	55450	58100	60500	63050	67400	67950	74450	74600	81550	75900	88300	79350	72900	
Upper Quartile	0	41500	41900	46750	46700	50250	51900	54300	56700	58750	62100	64950	70150	70200	74800	70000	78400	71500	65350	
Median	0	39450	39550	42650	45100	46850	48200	50350	52650	53850	57000	58700	62100	63300	66000	64500	66700	64900	56750	
Lower Quartile	0	37000	37800	39300	42600	43000	43950	45750	48700	48950	52250	52950	54250	55200	59050	56050	59950	58250	49750	
Lower Decile	0	30850	34750	36500	38000	38750	41400	42300	43750	44950	47700	47900	49250	50750	52100	51450	52250	53400	43150	
Mean	0	39550	40700	43100	44950	46850	48200	50150	52550	53950	57350	58900	62200	63350	66600	64150	69450	66100	57850	
Supporting Data																				
Total Number	47	142	173	135	197	234	205	293	344	948	761	643	437	545	621	353	385	698	7162	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71450	72150	81700	84650	85250	85300	85300	85300	85300	87500	15.0
Upper Quartile	0	0	0	0	0	0	0	0	0	63850	68100	71700	74650	76900	78550	79700	80400	81200	77500	2.2
Median	0	0	0	0	0	0	0	0	0	57300	63250	68150	71650	73750	74700	74850	74450	72950	70250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54250	60300	64700	67200	67950	67400	66100	64550	61350	62700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	52300	56600	59700	61550	62300	62200	61600	60750	58850	57400	2.2
Mean	0	0	0	0	0	0	0	0	0	59500	64350	68250	71100	73000	74050	74450	74500	73900	71250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71400	72600	80600	75850	88500	80000	85200	89950	90500	87500	
Upper Quartile	0	0	0	0	0	0	0	0	0	66550	66300	71400	74700	75300	78850	77300	88350	78500	77500	
Median	0	0	0	0	0	0	0	0	0	62300	59700	67150	72750	69750	77000	71450	85650	69300	70250	
Lower Quartile	0	0	0	0	0	0	0	0	0	58100	57800	62650	67750	64350	70100	67750	68550	59300	62700	
Lower Decile	0	0	0	0	0	0	0	0	0	53550	56650	55400	64050	55950	64200	62550	65050	57050	57400	
Mean	0	0	0	0	0	0	0	0	0	62250	62600	67050	71350	71200	75050	72550	81200	71500	71250	
Supporting Data																				
Total Number	3	2	0	0	1	1	1	5	10	56	120	58	123	77	116	75	136	215	998	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	46600	48400	50200	52000	53750	55500	57200	58850	61950	66100	69400	71900	73600	74650	75200	75400	75300	68500	2.2
Upper Quartile	0	41750	43650	45550	47450	49300	51100	52900	54650	57850	61950	65050	67100	68200	68600	68500	68100	66950	62850	2.2
Median	0	39950	41500	43050	44600	46100	47600	49050	50450	53050	56450	59100	61050	62350	63050	63350	63350	63050	54900	2.2
Lower Quartile	0	37600	38950	40250	41550	42800	44050	45200	46350	48450	51150	53200	54650	55550	56050	56200	56150	55850	48350	2.2
Lower Decile	0	33500	34850	36150	37450	38700	39950	41150	42300	44400	47050	49050	50350	51100	51350	51350	51150	50500	42300	2.2
Mean	0	40200	41750	43300	44800	46300	47800	49200	50600	53200	56550	59150	61050	62300	62950	63250	63250	62900	55650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	47600	48200	49950	50650	53550	55400	57550	59750	62300	66350	67250	69600	73800	81650	71600	73400	74700	68500	
Upper Quartile	0	41000	41900	46750	46650	50250	51900	54050	56200	58050	61550	64100	64150	68600	69250	67500	68050	67950	62850	
Median	0	39400	39550	42650	45050	46850	48150	50250	52500	53450	55600	58100	58100	62050	64800	62150	63350	63900	54900	
Lower Quartile	0	36850	37800	39300	42550	43000	43950	45650	48500	48600	51400	52450	52300	54550	57000	54900	55750	57250	48350	
Lower Decile	0	30800	34750	36500	38000	38750	41400	42200	43600	44800	47050	47650	48300	50400	51350	51000	50900	52100	42300	
Mean	0	39500	40650	43100	44900	46850	48200	49950	52150	53400	56350	58100	58650	62050	64650	61900	63050	63650	55650	
Supporting Data																				
Total Number	44	140	173	135	196	234	204	288	334	892	641	586	315	468	504	277	250	482	6164	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	56350	58550	60700	62850	64900	68950	74350	78800	82250	84650	86150	87000	87350	87250	80300	2.2
Upper Quartile	0	0	0	0	54350	56150	57900	59650	61300	64400	68500	71750	74200	75800	76800	77250	77400	77200	71300	2.2
Median	0	0	0	0	51850	53250	54600	55950	57250	59600	62750	65250	67150	68550	69450	70000	70250	70400	63750	2.2
Lower Quartile	0	0	0	0	48500	49600	50700	51700	52700	54550	57000	58950	60500	61600	62400	62950	63300	63600	56250	2.2
Lower Decile	0	0	0	0	43950	45100	46200	47250	48250	50100	52350	54050	55200	55900	56250	56350	56250	55900	51000	2.2
Mean	0	0	0	0	51000	52550	54050	55500	56900	59550	63050	65900	68050	69650	70650	71300	71600	71800	64650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	55650	55800	59700	62800	64650	70450	75600	79250	79850	83050	83250	86300	89850	90150	80300	
Upper Quartile	0	0	0	0	54850	53550	55750	59400	61200	66250	69000	71450	71600	74250	75000	81800	78650	77250	71300	
Median	0	0	0	0	53450	50850	52400	55600	57150	60650	63300	65450	65450	68350	67900	71050	70000	71550	63750	
Lower Quartile	0	0	0	0	48850	47700	48300	52550	52350	55600	57500	59400	58700	60850	60550	64650	64650	64300	56250	
Lower Decile	0	0	0	0	43850	41650	44500	49600	48650	50900	53100	53750	53700	53850	56600	55500	59650	56150	51000	
Mean	0	0	0	0	51500	50250	52100	55800	56900	60550	63900	66000	66050	68400	69100	72950	73150	72500	64650	
Supporting Data																				
Total Number	10	3	25	43	114	119	130	177	231	804	693	548	360	473	572	334	224	439	5300	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	78250	83700	88200	91650	94150	95800	96800	97250	97450	92650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	74350	79350	83150	85750	87250	87850	87850	87500	86350	84350	2.2
Median	0	0	0	0	0	0	0	0	0	69300	73800	76900	78650	79300	79100	78400	77500	75500	76000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	63550	66150	68200	69750	70850	71550	71950	72200	72300	69400	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	60350	61450	65400	66500	66700	66750	66750	66750	66750	64250	15.0
Mean	0	0	0	0	0	0	0	0	0	69200	73250	76400	78650	80100	80900	81250	81250	80800	78000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	77250	84950	88650	89500	95350	92750	99200	97900	97300	92650	
Upper Quartile	0	0	0	0	0	0	0	0	0	72950	81150	83500	84000	87850	85600	89300	87600	86500	84350	
Median	0	0	0	0	0	0	0	0	0	67700	75650	77350	78250	79600	74950	81100	78350	75550	76000	
Lower Quartile	0	0	0	0	0	0	0	0	0	62850	66350	69000	70150	71750	69000	72150	71150	73050	69400	
Lower Decile	0	0	0	0	0	0	0	0	0	60350	61600	65000	63800	67150	65300	66950	66550	68600	64250	
Mean	0	0	0	0	0	0	0	0	0	68200	74250	76950	77600	80700	78400	83000	81100	81000	78000	
Supporting Data																				
Total Number	3	0	0	0	0	1	2	7	6	66	104	111	69	106	90	74	78	169	885	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	56950	58800	60550	62250	63950	67050	71150	74500	77000	78750	79850	80450	80750	80700	74050	2.2
Upper Quartile	0	0	0	0	54150	55900	57550	59150	60700	63550	67200	70000	71950	73150	73800	73950	73900	73350	68250	2.2
Median	0	0	0	0	51700	53050	54350	55650	56800	59000	61750	63850	65350	66250	66750	66950	66950	66650	61600	2.2
Lower Quartile	0	0	0	0	48400	49450	50450	51450	52350	54050	56150	57750	58950	59700	60150	60400	60450	60350	54950	2.2
Lower Decile	0	0	0	0	43450	44700	45850	47000	48050	49950	52150	53650	54500	54800	54750	54450	54050	53150	50250	2.2
Mean	0	0	0	0	51100	52500	53850	55150	56350	58650	61600	63900	65550	66600	67250	67550	67650	67450	62000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	55650	55700	59400	62700	64000	69800	71450	73050	73000	74800	81700	83600	80750	81250	74050	
Upper Quartile	0	0	0	0	54850	53500	55650	59200	60950	65400	67100	68650	69000	72100	73900	80400	72100	72200	68250	
Median	0	0	0	0	53450	50850	52350	55450	57050	59950	62050	63450	63600	65900	66400	68850	67000	66600	61600	
Lower Quartile	0	0	0	0	48850	47700	48250	52350	52200	55100	56600	57400	57200	58500	59450	62700	62150	60200	54950	
Lower Decile	0	0	0	0	43850	41600	44500	49400	48550	50550	52500	53000	53050	52700	56200	54050	57800	52400	50250	
Mean	0	0	0	0	51500	50200	52000	55650	56650	59900	62050	63200	63300	64850	67350	70100	68900	67150	62000	
Supporting Data																				
Total Number	8	3	25	43	114	118	128	170	224	738	589	438	291	367	482	261	146	270	4415	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

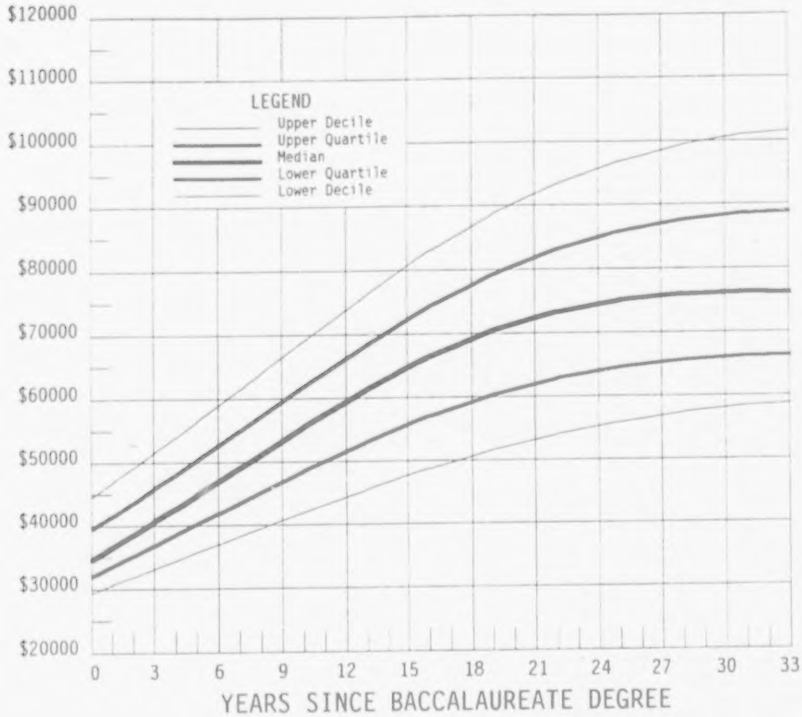
1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	72850	74000	76450	80400	84350	88000	91250	93850	95800	97150	98450	91250	3.4
Upper Quartile	0	0	0	0	0	0	0	70600	71000	72050	74150	76700	79400	82150	84650	86850	88600	90900	80900	2.8
Median	0	0	0	0	0	0	0	66950	67400	68300	69650	71000	72350	73600	74800	75850	76750	78300	72500	2.2
Lower Quartile	0	0	0	0	0	0	0	63200	63800	64900	66300	67400	68300	68950	69450	69800	70050	70350	67900	2.2
Lower Decile	0	0	0	0	0	0	0	55200	56600	59100	62100	64150	65300	65750	65650	65200	64650	63400	63850	2.2
Mean	0	0	0	0	0	0	0	65700	66550	68200	70550	72700	74600	76300	77750	79000	80000	81600	75150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	75550	74900	75250	79750	85750	88150	91400	92800	94700	98550	98700	91250	
Upper Quartile	0	0	0	0	0	0	0	70600	71250	71450	74550	77550	79550	80300	83650	88050	91450	89800	80900	
Median	0	0	0	0	0	0	0	66850	67350	67250	70550	71800	72300	72750	74050	75850	77100	78900	72500	
Lower Quartile	0	0	0	0	0	0	0	64400	64050	63700	67150	67650	68350	68700	68900	70450	69200	70900	67900	
Lower Decile	0	0	0	0	0	0	0	46100	59900	60350	64000	64200	64400	65200	64450	65500	65050	64250	63850	
Mean	0	0	0	0	0	0	0	65850	67550	67150	71250	73400	74400	75700	76650	79700	81100	81400	75150	
Supporting Data																				
Total Number	0	0	2	0	0	1	5	11	12	66	90	114	124	104	100	86	66	80	861	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	76250	76250	76500	77450	79050	81100	83500	86050	88650	91100	95750	83300	2.2
Upper Quartile	0	0	0	0	0	0	0	72350	72300	72300	72700	73450	74400	75500	76650	77800	78900	80850	74950	2.2
Median	0	0	0	0	0	0	0	67050	67450	68200	69150	70000	70750	71350	71850	72250	72600	73100	70600	2.2
Lower Quartile	0	0	0	0	0	0	0	63350	63850	64800	65900	66700	67300	67700	67900	68050	68100	68050	66600	2.2
Lower Decile	0	0	0	0	0	0	0	55050	56450	59000	61950	63850	64750	64950	64600	63950	63200	61650	62750	2.2
Mean	0	0	0	0	0	0	0	66900	67350	68200	69450	70650	71800	72850	73800	74650	75350	76500	72000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	75550	74900	75200	78600	81300	81400	80650	82800	90900	92100	97250	83300	
Upper Quartile	0	0	0	0	0	0	0	70600	71250	71300	73900	74800	74950	74450	75000	75950	77050	84350	74950	
Median	0	0	0	0	0	0	0	66850	67350	67150	70200	70650	70800	70800	71150	71900	71350	74550	70600	
Lower Quartile	0	0	0	0	0	0	0	64400	64050	63600	66850	66850	67500	67700	67000	68300	66800	69050	66600	
Lower Decile	0	0	0	0	0	0	0	46100	59900	60300	63700	63700	64100	64550	62950	63300	64100	62900	62750	
Mean	0	0	0	0	0	0	0	65850	67550	67050	70800	71450	71850	72150	72450	74350	74100	78400	72000	
Supporting Data																				
Total Number	0	0	0	0	0	1	4	11	12	65	85	98	98	80	71	53	43	61	683	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

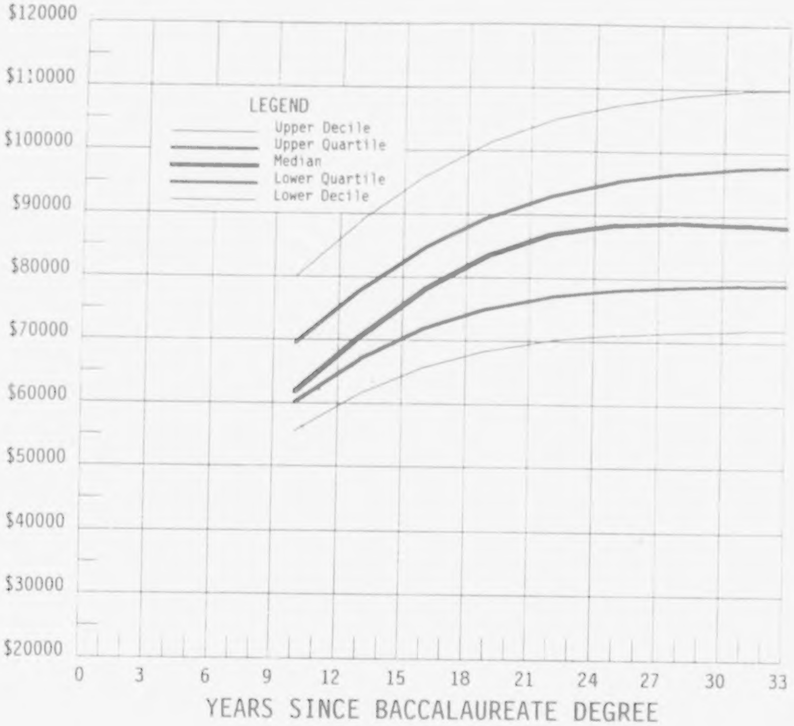
SALARY CURVES FOR ENGINEERS IN SAN FRANCISCO BAY AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	44600	46850	49150	51550	53950	56400	58900	61400	63950	68950	76250	82900	88650	93300	96850	99400	101050	102900	88900	2.2
Upper Quartile	39450	41500	43600	45800	48000	50300	52600	54900	57200	61800	68400	74250	79200	83000	85750	87550	88600	89500	75850	2.2
Median	34650	36550	38500	40550	42650	44750	46900	49050	51150	55400	61300	66400	70450	73300	75050	76000	76300	76000	62400	2.2
Lower Quartile	32000	33600	35200	36800	38500	40150	41850	43500	45200	48450	53050	57050	60300	62800	64500	65600	66200	66600	49950	2.2
Lower Decile	29450	30700	31900	33150	34400	35700	36950	38250	39500	42000	45550	48800	51650	54000	55900	57350	58400	59800	41050	2.2
Mean	36350	38150	40050	41950	43900	45850	47850	49850	51800	55750	61300	66250	70350	73550	75800	77300	78200	78950	64100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42550	48350	53250	46900	52400	62950	55100	58550	71150	67850	76500	84200	89350	93700	92700	97450	102700	105000	88900	
Upper Quartile	36250	45350	48350	43950	46200	51300	51150	54450	60650	60950	69400	73050	80100	84050	83100	87900	89650	89950	75850	
Median	32350	38400	38850	41050	44250	43850	46900	49750	54200	55750	61500	64400	71550	73150	70950	74900	80300	77300	62400	
Lower Quartile	30050	34400	36450	38350	38650	40150	41350	43450	47250	47650	54500	55700	61900	61500	62300	65550	68450	67150	49950	
Lower Decile	28200	32450	31150	33500	34250	36250	38750	37750	41450	40900	46900	46600	54850	53500	53050	59250	59700	59800	41050	
Mean	33550	40200	41350	43100	43550	47150	46950	49300	54850	55350	61650	64900	71550	73450	72650	77000	81300	79600	64100	
Supporting Data																				
Total Number	16	22	34	30	30	57	46	52	38	164	146	126	91	108	119	95	89	138	1402	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

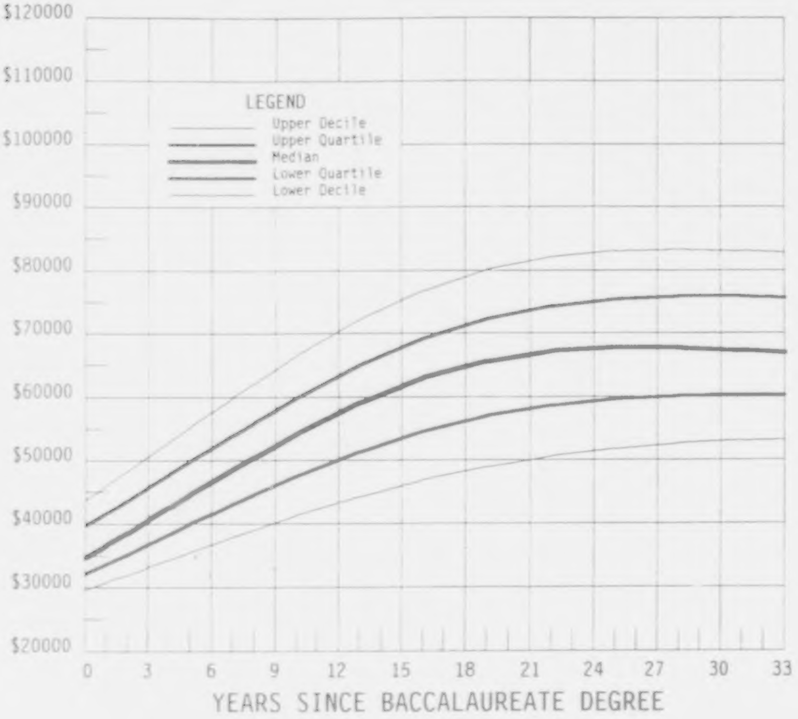
SALARY CURVES FOR ENGINEERS IN SAN FRANCISCO BAY AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	80050	89000	96050	101250	104900	107350	108850	109750	110500	105950	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	69500	77950	84650	89600	93000	95300	96700	97550	98250	92550	3.4
Median	0	0	0	0	0	0	0	0	0	61750	70550	78000	83450	86900	88500	88900	88600	87250	84100	2.4
Lower Quartile	0	0	0	0	0	0	0	0	0	60100	66950	71900	75100	77000	78100	78650	79000	79200	73600	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	55500	61500	65750	68500	70150	71100	71600	71850	72050	65650	3.4
Mean	0	0	0	0	0	0	0	0	0	65900	73650	79550	83700	86400	88100	89100	89700	90150	84650	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	102500	85250	88700	93450	109800	96950	110850	115750	115400	105950	
Upper Quartile	0	0	0	0	0	0	0	0	0	69600	77900	86350	88900	94050	92750	95100	97700	100250	92550	
Median	0	0	0	0	0	0	0	0	0	64800	73250	77500	81600	85750	87000	86150	88100	90350	84100	
Lower Quartile	0	0	0	0	0	0	0	0	0	61100	69050	72200	71850	77700	75750	76050	81900	81150	73600	
Lower Decile	0	0	0	0	0	0	0	0	0	58250	65800	63550	62300	71050	70000	69400	75250	74150	65650	
Mean	0	0	0	0	0	0	0	0	0	69750	74550	77750	80200	87450	85450	87300	92300	92400	84650	
Supporting Data																				
Total Number	0	0	0	3	2	5	2	0	3	14	25	20	39	39	42	43	44	64	347	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SAN FRANCISCO BAY AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43800	46050	48350	50650	53000	55300	57650	59950	62200	66500	72250	76800	80100	82100	83100	83300	83100	81950	76150	2.2
Upper Quartile	39650	41650	43650	45700	47750	49850	51900	53950	55950	59800	64950	69150	72250	74300	75400	75850	75850	75200	66950	2.2
Median	34750	36650	38550	40550	42550	44550	46550	48500	50450	54150	59100	62950	65600	67150	67700	67650	67250	65900	56900	2.2
Lower Quartile	32150	33650	35200	36800	38350	39950	41500	43050	44550	47450	51350	54600	57000	58650	59650	60100	60250	59950	46500	2.2
Lower Decile	29650	30850	32000	33200	34400	35600	36750	37900	39050	41250	44250	46850	48950	50600	51800	52650	53150	53700	38950	2.2
Mean	36000	37800	39600	41450	43350	45200	47050	48900	50700	54150	58800	62500	65200	66950	67900	68200	68150	67450	57350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42550	48350	52800	46050	47150	59200	53900	58550	71450	66750	72000	77650	77100	82450	80250	84450	87900	81200	76150	
Upper Quartile	36250	45350	48200	43550	45900	49200	50400	54450	59250	59450	65150	69700	73150	74100	71800	75550	78550	76050	66950	
Median	32350	38400	38800	40500	44000	43200	46050	49750	53850	54650	59400	61850	64450	64650	65550	67800	68900	68300	56900	
Lower Quartile	30050	34400	36400	38050	38350	39600	41150	43450	46550	46350	52900	53950	59500	56700	56600	61350	51300	61250	46500	
Lower Decile	28200	32450	31100	33350	34150	35950	38700	37750	41250	40250	45500	45850	50000	48450	51100	52850	54800	54450	38950	
Mean	33550	40200	41150	40500	42250	45450	46100	49300	54350	54000	59000	62400	65050	65500	65600	68400	70600	68450	57350	
Supporting Data																				
Total Number	16	22	33	27	28	52	44	52	35	150	121	105	52	69	77	52	45	74	1055	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	45200	46750	48400	50200	52050	54000	56050	58150	60350	64800	71650	78250	84150	89000	92650	95100	96600	97700	86050	4.0
Upper Quartile	39600	41450	43300	45150	47100	49050	51000	53000	54950	58900	64550	69800	74400	78250	81300	83600	85250	87400	72100	2.2
Median	34550	36250	38000	39800	41600	43450	45300	47200	49050	52650	57850	62400	66150	69050	71100	72500	73300	73950	58000	2.2
Lower Quartile	31700	33100	34450	35850	37250	38700	40100	41500	42900	45650	49500	52900	55800	58150	59950	61200	62100	63100	46800	2.2
Lower Decile	29550	30600	31700	32800	33950	35050	36150	37250	38350	40500	43550	46350	48800	50850	52550	53900	54900	56300	38800	2.2
Mean	35900	37500	39150	40850	42550	44250	46000	47750	49450	52850	57750	62200	66050	69200	71650	73500	74750	76350	60250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42550	48550	54950	46000	47000	62300	52600	57000	57600	63150	70800	85100	86200	89700	91900	89650	95250	98150	86050	
Upper Quartile	36250	45800	47600	43650	45600	48700	49400	52700	54750	58600	64600	71000	77200	78000	80100	79500	88500	87400	72100	
Median	32350	37600	37700	40650	42700	42750	45600	49300	47850	53650	57250	60950	67450	67450	68050	71400	78450	74550	58000	
Lower Quartile	30050	33900	35400	35700	35750	38450	40850	44250	42800	45550	49300	52150	59600	56000	56200	62600	63900	64100	46800	
Lower Decile	28200	32350	29900	33250	33000	35050	38250	38500	36000	41300	44100	45250	49900	48100	51050	52200	56100	58300	38800	
Mean	33550	39950	40300	40400	41500	44950	45400	48850	48650	52900	57150	62300	68750	68550	69450	71150	77550	77000	60250	
Supporting Data																				
Total Number	16	20	25	25	20	40	31	33	16	107	84	74	52	61	75	49	53	98	879	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	44450	46100	47750	49500	51200	52950	54750	56500	58250	61650	66450	70600	74000	76500	78300	79400	80050	80500	72300	4.2
Upper Quartile	39800	41600	43400	45250	47100	48900	50750	52550	54300	57650	62200	66000	68900	70900	72200	72900	73200	73150	62850	2.2
Median	34600	36350	38100	39900	41650	43450	45200	46950	48650	51900	56150	59500	61850	63250	63900	64000	63750	62850	53800	2.2
Lower Quartile	31750	33100	34500	35850	37250	38600	39950	41300	42650	45150	48600	51500	53800	55500	56700	57400	57800	58050	44300	2.2
Lower Decile	29350	30500	31650	32800	33950	35100	36200	37300	38400	40450	43300	45650	47600	49050	50100	50800	51250	51650	37350	2.2
Mean	35900	37500	39150	40750	42400	44000	45600	47200	48750	51700	55650	58900	61350	63100	64150	64700	64900	64800	54200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42550	48550	54450	46100	47000	51100	52600	57000	57000	63000	67100	73900	75000	75650	76650	77850	81750	77900	72300	
Upper Quartile	36250	45800	47350	43800	45600	46900	49400	52700	54650	58300	62250	66700	70600	70400	69950	72750	74750	73500	62850	
Median	32350	37600	37650	40300	42700	42100	45600	49300	47250	53200	56100	58350	62100	58850	62500	63950	64000	65700	53800	
Lower Quartile	30050	33900	35300	35400	35750	37950	40850	44250	42650	45200	48700	50550	56800	53400	53850	57500	58000	60500	44300	
Lower Decile	28200	32350	29850	33150	33000	34750	38250	38500	35900	41200	43550	44600	47800	46850	50100	47550	53050	53500	37350	
Mean	33550	39950	40050	40250	41500	42750	45400	48850	46200	52600	55300	58850	62400	60650	62650	63650	66550	66250	54200	
Supporting Data																				
Total Number	16	20	24	23	20	36	31	33	15	103	76	63	33	41	55	29	27	55	700	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

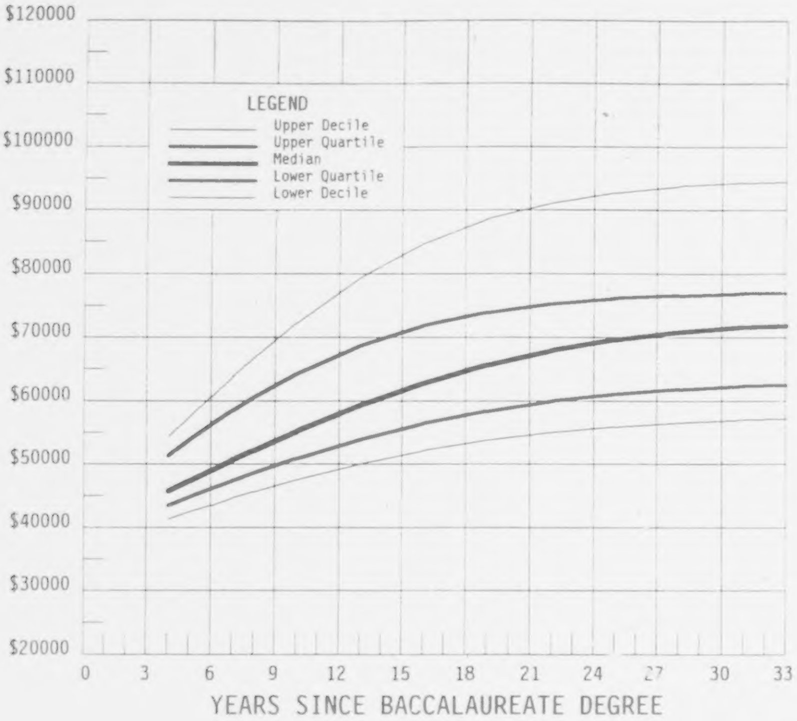
1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	57800	60250	62700	65200	67700	72700	79950	86700	92650	97700	101700	104800	107000	109900	91850	2.2
Upper Quartile	0	0	0	0	49100	51700	54300	56950	59600	64850	72300	78800	84000	87750	90050	91250	91650	91250	78650	2.2
Median	0	0	0	0	43500	45900	48300	50750	53150	57950	64600	70200	74350	77050	78350	78700	78400	77000	66550	2.2
Lower Quartile	0	0	0	0	39400	41450	43500	45600	47650	51750	57500	62400	66200	68750	70250	70900	71000	70300	56000	2.2
Lower Decile	0	0	0	0	35600	37250	38900	40550	42200	45500	50150	54350	58000	60950	63200	64750	65750	66650	44650	3.6
Mean	0	0	0	0	44900	47200	49550	51900	54300	58950	65600	71350	75950	79200	81200	82250	82600	82200	68600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	65500	76150	54450	57600	77800	74650	79300	81700	91950	99700	88650	108300	117200	112950	91850	
Upper Quartile	0	0	0	0	47200	58300	52200	55050	69500	66000	72600	72150	86000	87650	79550	93600	93300	97850	78650	
Median	0	0	0	0	45450	48850	46650	49800	57100	58650	64900	65450	74900	80000	71700	78700	80550	79700	66550	
Lower Quartile	0	0	0	0	40850	42800	41550	42400	52350	53500	60050	58750	63600	66950	66000	71400	72400	74450	56000	
Lower Decile	0	0	0	0	39150	41150	39500	36500	47400	39650	55850	53450	60700	62600	62850	65550	64950	63300	44650	
Mean	0	0	0	0	47600	51800	46750	48700	59600	59900	66550	67300	74850	79750	74650	83750	85950	84900	68600	
Supporting Data																				
Total Number	0	2	9	5	10	16	13	17	18	50	51	40	31	36	28	29	24	33	412	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SAN FRANCISCO BAY AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	59100	61900	64600	67300	72400	79000	83900	87000	88450	88600	87900	86800	84200	79050	2.2
Upper Quartile	0	0	0	0	0	50900	53400	55900	58400	63150	69450	74300	77550	79200	79600	79150	78250	76000	70750	2.2
Median	0	0	0	0	0	45450	47650	49900	52100	56400	62150	66750	69900	71750	72400	72300	71750	70050	60950	2.2
Lower Quartile	0	0	0	0	0	40900	42950	45050	47100	51150	56550	60800	63700	65300	65800	65550	64900	63100	51300	2.2
Lower Decile	0	0	0	0	0	35900	37300	38650	40050	42800	46850	50650	54000	56750	58950	60450	61450	62350	41900	3.6
Mean	0	0	0	0	0	46400	48700	50950	53200	57500	63250	67750	70850	72550	73150	72950	72300	70550	61400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	76550	54450	57600	78050	70350	76850	90500	79400	88250	80350	93350	91400	84200	79050	
Upper Quartile	0	0	0	0	0	52500	52200	55050	70500	62500	67850	70550	76250	82250	77300	79550	78400	78950	70750	
Median	0	0	0	0	0	48150	46650	49800	55850	56750	61800	64700	69650	70200	68800	73500	69600	76200	60950	
Lower Quartile	0	0	0	0	0	42550	41550	42400	51600	52000	58100	57350	62150	64050	65450	68700	65250	63850	51300	
Lower Decile	0	0	0	0	0	41050	39500	36500	40950	37800	54150	48300	53150	611[illegible]	[illegible]3050	62400	62450	53850	41900	
Mean	0	0	0	0	0	51100	46750	48700	59400	56500	63350	66450	68600	7250[illegible]	[illegible]1150	75650	73350	71400	61400	
Supporting Data																				
Total Number	0	2	9	4	8	14	13	17	16	40	35	34	13	21	15	15	11	14	279	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

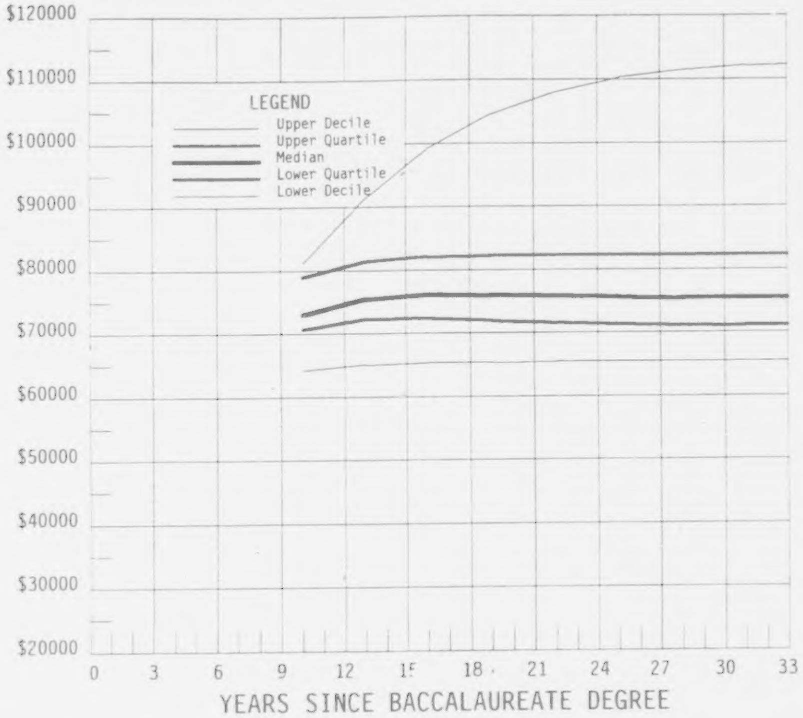
SALARY CURVES FOR ENGINEERS IN SOUTHERN CALIFORNIA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	54150	57400	60600	63750	66750	72350	79400	84750	88550	91100	92800	93800	94400	94900	85900	3.4
Upper Quartile	0	0	0	0	51300	53800	56200	58450	60550	64300	68750	71850	73950	75300	76100	76600	76900	77100	73200	3.4
Median	0	0	0	0	45650	47350	49000	50600	52150	55150	59250	62750	65650	67950	69650	70850	71650	72400	60300	3.4
Lower Quartile	0	0	0	0	43400	44800	46100	47350	48600	50900	53900	56400	58400	59950	61050	61850	62350	62850	50200	3.4
Lower Decile	0	0	0	0	41250	42450	43550	44650	45650	47600	50050	52100	53750	55000	55900	56550	57000	57500	44300	3.0
Mean	0	0	0	0	47400	49350	51250	53050	54850	58150	62450	65950	68650	70700	72100	73100	73700	74200	63750	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40600	0	46650	0	51450	63300	57500	66950	67500	78000	74250	71700	83100	82550	144450	78250	76200	110700	85900	
Upper Quartile	39600	0	46100	0	48350	61700	54500	65300	66450	63800	63500	66800	72450	59800	89850	73150	74450	92000	73200	
Median	37950	0	45150	0	40750	48600	49100	52550	64750	57000	54100	63600	65400	55700	86000	64500	70800	79750	60300	
Lower Quartile	36850	0	44250	0	38700	45450	47000	51100	50600	53500	47900	61200	55550	54250	80050	60200	49200	66400	50200	
Lower Decile	36150	0	39450	0	37000	44250	39400	50250	45100	47050	45750	57600	53800	53400	68500	53850	47900	57500	44300	
Mean	38600	0	44300	0	43400	53050	50000	56600	59450	59550	56950	64850	67350	61450	92650	67850	65500	80700	63750	
Supporting Data																				
Total Number	157	18	98	30	50	186	58	151	85	253	368	182	216	241	306	263	146	295	3105	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	50	2	2	0	55	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

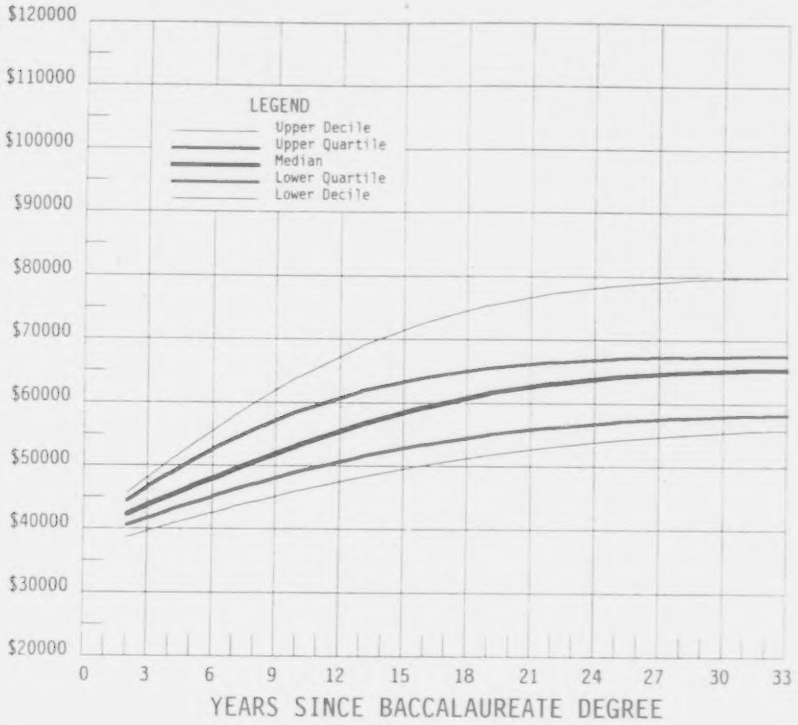
SALARY CURVES FOR ENGINEERS IN SOUTHERN CALIFORNIA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	81150	91350	99150	104600	108100	110250	111450	112150	112700	113050	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	78900	81400	82100	82250	82250	82250	82250	82250	82250	87000	15.0
Median	0	0	0	0	0	0	0	0	0	72950	75450	76100	76000	75800	75600	75450	75400	75350	76700	5.0
Lower Quartile	0	0	0	0	0	0	0	0	0	70600	72250	72350	71950	71600	71300	71150	71100	71050	64200	5.2
Lower Decile	0	0	0	0	0	0	0	0	0	64200	65150	65350	65400	65450	65450	65450	65450	65450	57950	15.0
Mean	0	0	0	0	0	0	0	0	0	77400	80100	80800	80950	81000	81000	81000	81000	81000	80250	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	63900	0	67550	0	79450	100450	81250	112900	83000	147050	114100	61800	118750	113050	
Upper Quartile	0	0	0	0	0	63200	0	66900	0	78700	78200	67550	91750	76600	92750	75750	49650	109450	87000	
Median	0	0	0	0	0	62000	0	65750	0	77350	72200	66200	81500	58850	86700	74150	48750	90450	76700	
Lower Quartile	0	0	0	0	0	60800	0	64650	0	76050	6[illegible]350	64850	67800	57400	81350	72600	47900	82250	64200	
Lower Decile	0	0	0	0	0	60100	0	52700	0	61850	60700	64050	63100	56550	69750	69050	47350	80550	57950	
Mean	0	0	0	0	0	61500	0	64400	0	74400	75200	69100	84250	65850	95300	81350	53800	95650	80250	
Supporting Data																				
Total Number	0	0	0	6	0	82	8	56	2	66	18	68	49	71	280	79	59	127	972	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	50	2	2	0	55	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SOUTHERN CALIFORNIA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Total	Z
Smooth Curve Data																				
Upper Decile	0	0	45550	48150	50700	53150	55550	57850	60000	64000	68900	72700	75450	77350	78600	79400	79800	80150	73550	[illegible]
Upper Quartile	0	0	44400	46600	48700	50700	52550	54300	55850	58600	61800	64000	65500	66450	67050	67350	67500	67600	64000	4.6
Median	0	0	42250	43750	45200	46600	48000	49350	50700	53200	56600	59350	61550	63100	64200	64900	65250	65550	54700	2.2
Lower Quartile	0	0	40450	41650	42850	44000	45100	46200	47200	49100	51500	53500	55050	56250	57100	57750	58150	58650	47050	2.8
Lower Decile	0	0	38650	39650	40650	41600	42550	43500	44350	46050	48300	50250	51850	53200	54250	55050	55650	56350	40450	2.6
Mean	0	0	42450	44200	45850	47450	49000	50450	51850	54450	57650	60200	62100	63500	64500	65150	65550	65950	56250	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40600	0	46650	43900	51450	49550	56800	54750	67350	60600	73850	70150	73000	82400	82900	67600	78400	90750	73550	
Upper Quartile	39600	0	46100	43350	48350	47300	54500	52550	66350	58050	62100	63600	67000	55850	79350	65500	75350	74800	64000	
Median	37950	0	45150	42400	40750	45950	49200	51600	64700	55000	53650	62000	64400	54850	61550	62100	73800	69700	54700	
Lower Quartile	36850	0	44250	41450	38700	44850	41000	50650	50500	51450	47750	60350	54900	53850	54350	55000	72200	58400	47050	
Lower Decile	36150	0	39450	39750	37000	44200	39200	50050	45000	45500	45700	54300	53550	53250	51250	53350	58800	56600	40450	
Mean	38600	0	44300	42000	43400	46400	48950	52000	59100	54300	56000	62250	62400	59600	64550	62050	73400	69450	56250	
Supporting Data																				
Total Number	157	18	98	24	50	104	50	95	83	187	350	114	168	170	26	184	88	168	2134	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	48050	50800	53600	56400	59150	61900	64550	69700	76650	82550	87250	90850	93400	95150	96250	97200	85300	3.4
Upper Quartile	0	0	46000	48400	50750	53000	55150	57200	59100	62600	66800	69900	72100	73600	74550	75150	75500	75800	68700	3.4
Median	0	0	41950	43350	44750	46150	47550	48950	50350	53100	57050	60700	64000	66900	69400	71400	73000	75250	58300	2.4
Lower Quartile	0	0	40200	41800	43350	44850	46200	47500	48700	50800	53250	55000	56200	57000	57500	57800	58000	58150	49900	3.4
Lower Decile	0	0	38800	40050	41200	42350	43450	44500	45500	47400	49800	51800	53400	54600	55450	56100	56500	56950	43350	3.2
Mean	0	0	43400	45300	47150	49000	50750	52500	54150	57250	61400	64800	67450	69450	70900	71850	72500	73000	63050	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40600	0	46050	78200	52200	63400	58000	66950	67550	78250	62850	67750	81650	80900	150900	93400	75850	113300	85300	
Upper Quartile	39600	0	44600	43850	49700	61900	53950	65400	66600	65850	56250	65950	67600	58800	96750	67450	74350	94500	68700	
Median	37950	0	40100	42750	40250	48500	48500	52600	65050	57050	49550	63200	65000	55550	84850	64350	70000	82350	58300	
Lower Quartile	36850	0	38850	41600	38150	45550	41000	51150	51750	53800	47350	61000	55150	54150	71550	54650	49150	59600	49900	
Lower Decile	36150	0	38150	40450	36500	44450	39200	50250	44800	46250	45400	56800	53650	53350	68650	53200	47850	57100	43350	
Mean	38550	0	41050	49750	43350	53650	49350	56750	60300	59950	52800	63400	66100	59600	94500	66900	64250	82200	63050	
Supporting Data																				
Total Number	155	9	26	28	35	170	50	147	79	218	294	151	185	217	242	160	144	236	2545	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	50	2	0	0	53	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	95500	101050	104900	107450	109050	110000	110800	116350	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	83850	85200	85550	85450	85250	85050	84800	86500	3.4
Median	0	0	0	0	0	0	0	0	0	0	0	79200	78800	77800	76700	75800	75200	74650	76750	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	75950	74650	73000	71500	70350	69600	68900	63300	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	67050	67100	66650	66150	65650	65350	65050	57150	3.4
Mean	0	0	0	0	0	0	0	0	0	0	0	81550	82300	82150	81700	81250	80900	80550	80250	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	63900	0	67550	0	79500	0	67750	121700	89000	152500	122700	60400	118750	116350	
Upper Quartile	0	0	0	0	0	63250	0	66900	0	78750	0	67100	105550	59750	100000	114750	49550	109400	86500	
Median	0	0	0	0	0	62200	0	65750	0	77500	0	66050	90750	58500	85600	101500	48700	90000	76750	
Lower Quartile	0	0	0	0	0	61100	0	64650	0	76250	0	65050	80350	57250	80000	68250	47850	82250	63300	
Lower Decile	0	0	0	0	0	60450	0	52700	0	62000	0	64400	65700	56500	69300	61700	47350	80550	57150	
Mean	0	0	0	0	0	63300	0	64400	0	74800	0	67100	92650	62450	96700	92700	50000	95550	80250	
Supporting Data																				
Total Number	0	0	0	6	0	76	8	56	2	63	9	52	27	63	225	27	56	126	795	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	50	2	0	0	53	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS. SOUTHERN CALIFORNIA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44950	46900	48900	50800	52750	54650	56450	59950	64700	68700	71950	74450	76400	77750	78700	79700	68950	3.0
Upper Quartile	0	0	43850	45700	47500	49250	50850	52400	53850	56400	59500	61800	63450	64550	65300	65750	66050	66300	62250	3.4
Median	0	0	41500	43200	44800	46350	47800	49200	50500	52800	55650	57750	59250	60350	61050	61500	61800	62000	54300	3.4
Lower Quartile	0	0	39800	41150	42500	43750	44950	46100	47200	49200	51750	53700	55200	56300	57100	57600	57950	58300	47100	3.2
Lower Decile	0	0	38500	39500	40450	41450	42350	43300	44200	45850	48150	50150	51800	53200	54300	55150	55750	56550	39800	2.6
Mean	0	0	41950	43450	44900	46350	47750	49100	50400	52850	56000	58600	60650	62200	63350	64150	64700	65300	55250	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	40600	0	46050	43650	52200	48500	57350	54650	67400	59550	61900	68050	69850	81350	0	67950	78400	92050	68950	
Upper Quartile	39600	0	44600	43100	49700	46800	54000	52550	66500	57650	55750	63150	66700	55700	0	66400	75350	70550	62250	
Median	37950	0	40100	42250	40250	45750	48350	51600	64950	55050	49400	61700	64250	54750	0	62600	73800	59350	54300	
Lower Quartile	36850	0	38850	41350	38150	44750	40500	50600	51600	52750	47250	60250	54750	53800	0	54250	72200	57400	47100	
Lower Decile	36150	0	38150	39450	36500	44150	39000	50050	44700	44750	45350	54450	53500	53200	0	53050	58800	56200	39800	
Mean	38550	0	41050	41700	43350	45900	48000	51950	59950	53950	52200	61450	61550	58450	0	61800	73400	66950	55250	
Supporting Data																				
Total Number	155	9	26	22	35	95	42	90	77	155	285	99	158	154	16	133	88	110	1750	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

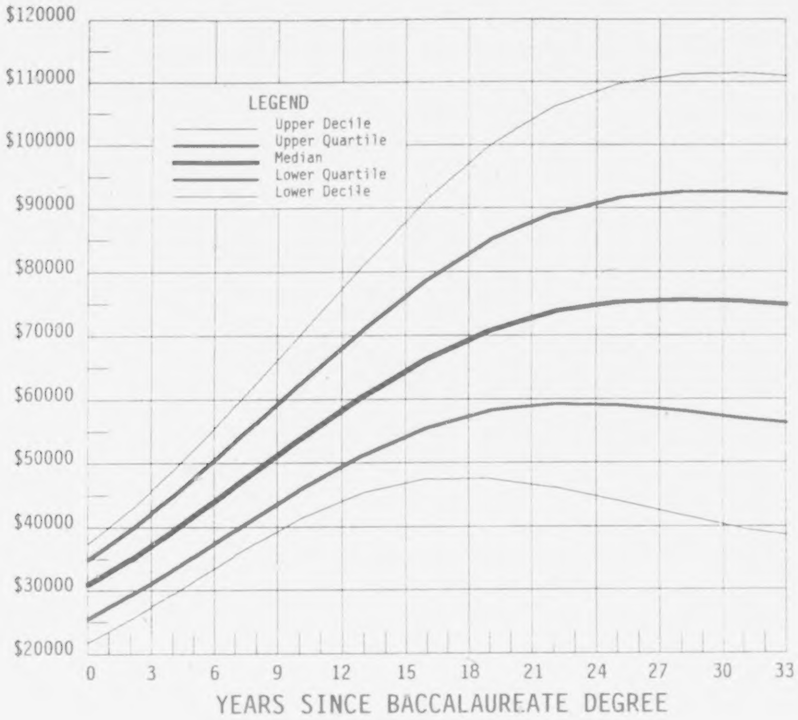
1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51850	54850	57800	60700	63500	68750	75200	79400	81500	81850	81050	79750	78300	75700	85750	2.4
Upper Quartile	0	0	0	0	50800	53650	56550	59350	62100	67200	73500	77700	79900	80400	79750	78600	77300	74900	75100	2.4
Median	0	0	0	0	48450	51000	53500	55950	58350	62850	68600	72800	75350	76550	76750	76350	75700	74250	71400	2.4
Lower Quartile	0	0	0	0	46350	48550	50700	52800	54800	58450	63000	66250	68300	69350	69700	69650	69450	68900	50950	2.6
Lower Decile	0	0	0	0	45350	47250	49100	50850	52450	55350	58700	61050	62550	63450	63950	64200	64350	64400	45050	3.2
Mean	0	0	0	0	48900	51500	54000	56450	58800	63100	68350	71900	73850	74650	74600	74200	73600	72600	65800	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46700	0	47500	53800	0	0	0	62700	75800	84850	84450	83900	89400	75400	0	75550	85750	
Upper Quartile	0	0	46250	0	46200	51750	0	0	0	60500	75050	81700	81900	81950	88500	74150	0	74900	75100	
Median	0	0	45500	0	44600	47950	0	0	0	52150	73800	70550	77000	76300	87000	72100	0	73750	71400	
Lower Quartile	0	0	44750	0	39850	39650	0	0	0	49400	72550	63700	72400	55000	85500	62050	0	72650	50950	
Lower Decile	0	0	44300	0	38750	38650	0	0	0	47950	69050	61500	61750	53800	62950	60800	0	71650	45050	
Mean	0	0	45500	0	43450	46000	0	0	0	54400	74100	73900	75400	70950	83750	69050	0	73600	65800	
Supporting Data																				
Total Number	2	10	71	2	16	14	8	5	7	24	65	23	27	17	60	103	0	57	509	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOUTHERN CALIFORNIA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65850	70950	74100	75400	75400	74500	73250	71950	69650	75300	2.4
Upper Quartile	0	0	0	0	0	0	0	0	0	64750	69800	73000	74400	74450	73650	72500	71250	69050	73200	2.4
Median	0	0	0	0	0	0	0	0	0	61050	66050	69600	71650	72450	72250	71500	70500	68200	61600	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	58250	62350	65150	66800	67550	67700	67500	67200	66550	46650	2.6
Lower Decile	0	0	0	0	0	0	0	0	0	56950	61150	64150	66050	66950	67200	67000	66650	65750	44700	2.4
Mean	0	0	0	0	0	0	0	0	0	61300	65900	69000	70650	71200	70950	70300	69550	68000	60450	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46700	0	47500	0	0	0	0	62700	75700	0	0	84000	0	63600	0	75550	75300	
Upper Quartile	0	0	46250	0	46200	0	0	0	0	60500	75000	0	0	82500	0	63000	0	74900	73200	
Median	0	0	45500	0	44600	0	0	0	0	52150	73850	0	0	80000	0	62000	0	73750	61600	
Lower Quartile	0	0	44750	0	39850	0	0	0	0	49400	72700	0	0	54500	0	61000	0	72650	46650	
Lower Decile	0	0	44300	0	38750	0	0	0	0	47950	72000	0	0	53600	0	60400	0	71650	44700	
Mean	0	0	45500	0	43450	0	0	0	0	54400	73500	0	0	68500	0	62300	0	73600	60450	
Supporting Data																				
Total Number	2	10	71	2	16	7	8	5	7	24	58	9	6	12	10	50	0	57	353	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

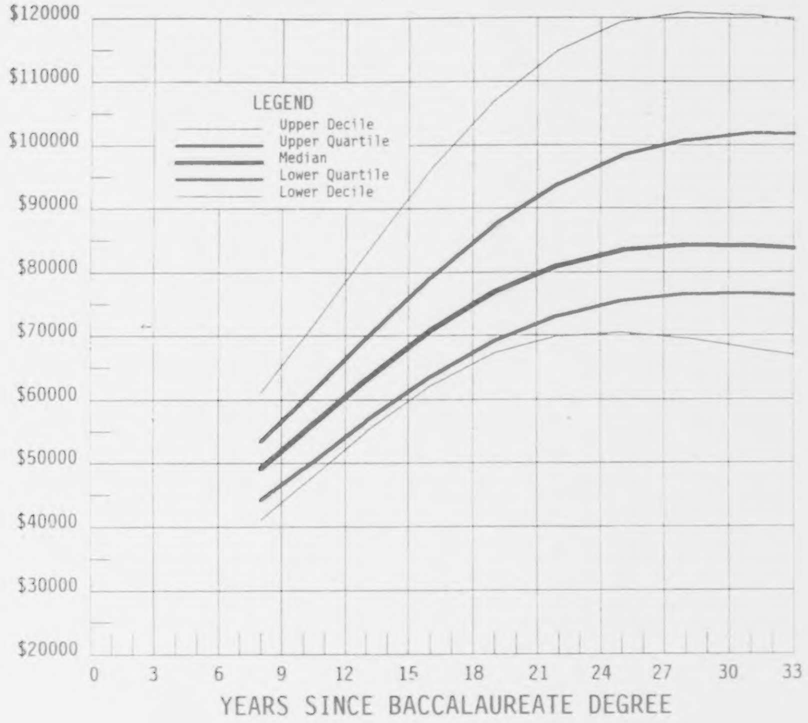
SALARY CURVES FOR ENGINEERS IN WASHINGTON D.C. METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37350	40000	42750	45700	48800	52050	55400	58900	62500	69900	81050	91400	99900	106050	109700	111300	111500	109750	89250	2.2
Upper Quartile	34900	37200	39600	42150	44800	47550	50400	53300	56250	62250	70950	78700	84900	89150	91600	92600	92600	91150	71800	2.2
Median	30850	32850	34900	37100	39300	41650	44000	46400	48800	53600	60500	66350	70800	73700	75200	75550	75300	73750	52850	2.2
Lower Quartile	25600	27400	29250	31150	33200	35250	37350	39450	41550	45700	51250	55500	58150	59200	59000	58100	56850	54150	43250	2.2
Lower Decile	21850	23600	25450	27400	29400	31400	33450	35500	37500	41200	45400	47550	47600	46200	44050	41750	39600	36050	33250	2.2
Mean	30850	32850	35000	37200	39500	41850	44300	46750	49250	54250	61400	67600	72250	75300	76800	77200	76850	75200	58600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33200	43500	46400	49650	51400	53000	57750	61350	60900	67600	82900	88350	91350	110550	110450	108700	120100	115450	89250	
Upper Quartile	31250	38300	43600	45950	46850	51500	52500	55000	54150	58200	73700	79050	78000	92950	92400	89950	100300	94150	71800	
Median	27650	32050	36450	39700	44900	47450	45450	48550	51050	49050	61400	66600	64600	77200	72700	75200	82200	78100	52850	
Lower Quartile	24200	25400	27850	31950	39200	40350	38400	42450	45050	42250	52800	52450	51900	58300	60700	66000	65950	52700	43250	
Lower Decile	19650	24550	26700	30700	34700	35250	33450	37350	38350	35500	43800	44700	50200	45950	50550	53750	51600	29400	33250	
Mean	27900	32550	36800	39[illegible]0	43650	46250	45750	49150	50200	50200	62900	66300	66800	77100	76800	79400	85050	76300	58600	
Supporting Data																				
Total Number	245	177	237	250	287	326	221	231	301	973	776	519	623	382	412	322	194	409	6884	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	7	9	9	12	22	64	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	1	0	0	0	0	0	0	119	

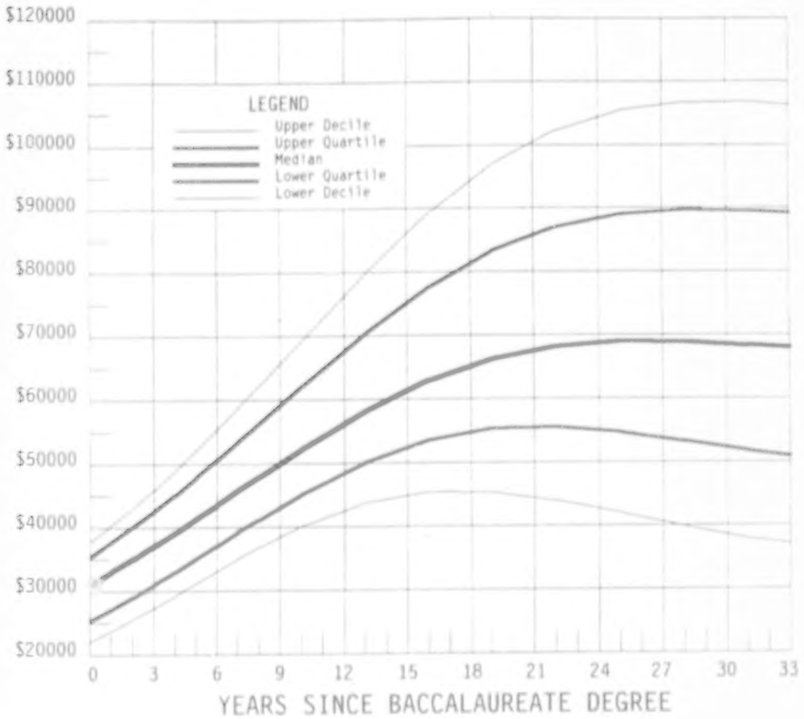
SALARY CURVES FOR ENGINEERS IN WASHINGTON D.C. METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61000	69600	83100	96100	107100	114950	119400	120900	120500	116900	103650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	53350	59800	69650	79150	87400	93850	98250	100800	101900	101800	86750	2.2
Median	0	0	0	0	0	0	0	0	49200	54850	63200	70800	76850	81050	83400	84250	84150	82500	72400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	44150	49150	56650	63550	69150	73150	75500	76550	76650	75550	51950	2.2
Lower Decile	0	0	0	0	0	0	0	0	41150	46700	54950	62100	67250	69950	70500	69600	67950	64100	45850	2.2
Mean	0	0	0	0	0	0	0	0	50750	57000	66400	75050	82150	87050	89800	90750	90550	88500	73750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46700	0	0	0	60600	69700	95500	97100	94850	119550	122000	105150	130600	136750	103650	
Upper Quartile	0	0	0	0	46250	0	0	0	52650	52250	87400	87600	83450	104250	106000	87750	112050	104150	86750	
Median	0	0	0	0	45500	0	0	0	51750	48350	75200	79200	68000	88450	90400	75100	93950	87600	72400	
Lower Quartile	0	0	0	0	44750	0	0	0	50850	40400	65900	71850	65650	76450	77500	73150	77450	78150	51950	
Lower Decile	0	0	0	0	44300	0	0	0	50350	38900	59700	66300	64250	64800	66200	71500	66850	70500	45850	
Mean	0	0	0	0	45750	0	0	0	53400	50850	76550	80700	76500	90850	93300	82500	96300	95100	73750	
Supporting Data																				
Total Number	0	0	0	I	83	3	5	5	73	197	102	92	151	81	87	133	42	96	1151	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	4	4	6	6	5	13	37	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN WASHINGTON D.C. METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	37750	40350	43100	45950	49000	52150	55400	58750	62200	69250	79700	89150	96850	102300	105450	106750	106850	105100	84400	2.2
Upper Quartile	35350	37650	40050	42550	45150	47850	50650	53450	56300	62050	70350	77550	83150	86900	88950	89650	89500	87900	66050	2.2
Median	31100	33000	35000	37050	39150	41350	43500	45750	47900	52200	58100	62900	66250	68200	69000	68900	68350	66600	51500	2.2
Lower Quartile	25350	27150	29000	30950	32950	35000	37050	39150	41150	45100	50100	53600	55350	55550	54700	53300	51750	48750	41450	2.2
Lower Decile	22050	23750	25550	27350	29250	31200	33100	34950	36800	40100	43750	45450	45350	44000	42000	39850	37900	34650	31800	2.2
Mean	30950	32950	35050	37200	39450	41750	44100	46450	48850	53500	60050	65450	69350	71700	72650	72600	72000	70050	55550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33200	43500	46400	49650	52250	53000	57050	61300	61000	67250	80050	85350	89200	105450	103600	109900	117500	109700	84400	
Upper Quartile	31250	38300	43600	45900	48650	51500	52000	54900	54800	58750	71600	76700	75700	89300	86450	92850	97550	91950	66050	
Median	27650	32050	36450	39700	42000	47400	45150	48400	49750	49450	59150	61850	56100	71550	63850	75550	79300	71300	51500	
Lower Quartile	24200	25400	27850	31950	37150	40300	38300	42350	40600	42650	51650	48800	51250	52400	59450	56550	63200	47250	41450	
Lower Decile	19650	24550	26700	30700	34050	35200	33400	37050	35750	34350	42950	44150	47650	43850	46850	49000	50500	29050	31800	
Mean	27900	32550	36800	39800	42750	46150	45400	48950	49200	50000	60850	63200	63700	73400	72350	77200	82000	70500	55550	
Supporting Data																				
Total Number	245	177	237	249	203	323	216	225	228	776	674	427	472	301	325	189	153	312	5733	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	3	3	3	8	9	26	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	1	0	0	0	0	0	0	119	

1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37650	40300	43050	45950	49000	52200	55450	58850	62300	69300	79600	88700	95800	100500	102950	103600	103150	100650	83350	2.2
Upper Quartile	34950	37200	39550	41950	44500	47100	49750	52450	55200	60650	68500	75250	80500	84000	85850	86500	86350	84900	67150	2.2
Median	30850	32800	34850	36950	39150	41400	43650	45900	48150	52550	58550	63250	66400	68050	68450	68050	67150	64950	50700	2.2
Lower Quartile	25250	27100	29000	30950	33000	35050	37150	39250	41300	45150	50000	53100	54400	54150	52900	51200	49450	46200	41200	2.2
Lower Decile	22050	23750	25500	27300	29200	31100	33000	34850	36650	39950	43650	45500	45600	44350	42450	40400	38500	35300	31700	2.2
Mean	30850	32800	34900	37050	39300	41600	43900	46250	48650	53300	59750	65100	68850	71050	71850	71750	71050	69000	55300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33200	43400	46450	49700	51350	54800	57550	60800	59850	66100	83200	86400	87600	108150	99650	99050	115950	106500	83350	
Upper Quartile	31250	38200	43700	46050	46800	49050	52050	53450	53300	55300	74550	77450	75200	89750	82250	81750	95700	88050	67150	
Median	27650	31950	36500	39850	45000	43750	45000	47600	50850	48550	62450	64250	57200	70350	63500	73900	74250	68600	50700	
Lower Quartile	24200	25400	27800	31900	39350	38950	38450	42000	43500	41600	50900	48850	51300	52100	58550	62100	61200	40900	41200	
Lower Decile	19650	24550	26650	30700	34650	33500	33550	35750	38050	34800	42550	44300	47550	43900	46600	51700	50100	29000	31700	
Mean	27900	32500	36850	39800	43700	44350	45600	48050	49600	48850	62850	64300	63600	73900	71100	75000	79850	68550	55300	
Supporting Data																				
Total Number	245	174	231	235	264	214	204	187	260	852	592	400	478	287	301	239	144	289	5596	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	6	5	4	8	11	35	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	1	0	0	0	0	0	0	119	

1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60800	69300	82550	95200	105700	113000	116900	118000	117300	113450	98300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	52450	58350	67350	75900	83300	89050	93000	95400	96500	96650	82400	2.2
Median	0	0	0	0	0	0	0	0	49600	55300	63600	71050	76850	80650	82650	83150	82750	80650	69850	2.2
Lower Quartile	0	0	0	0	0	0	0	0	44300	49100	56250	62800	68100	71950	74350	75450	75700	74900	49600	2.2
Lower Decile	0	0	0	0	0	0	0	0	41450	46750	54450	61000	65650	68000	68450	67600	66100	62550	45000	2.2
Mean	0	0	0	0	0	0	0	0	50700	56750	65800	74050	80700	85300	87900	88800	88600	86650	70250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46700	0	0	0	60850	67750	95600	94450	94750	118300	123600	98300	124800	141600	98300	
Upper Quartile	0	0	0	0	46250	0	0	0	52600	49850	87300	84050	87350	99550	103750	77650	108400	103700	82400	
Median	0	0	0	0	45500	0	0	0	51700	48200	74650	76450	77000	83400	86150	74550	84600	87950	69850	
Lower Quartile	0	0	0	0	44750	0	0	0	50850	40300	66200	70650	68450	70400	73800	72900	75300	79350	49600	
Lower Decile	0	0	0	0	44300	0	0	0	50350	38850	59150	65200	61600	61500	65100	70000	64650	69700	45000	
Mean	0	0	0	0	45750	0	0	0	53400	49950	76450	79000	78750	87450	91500	79600	92250	95800	70250	
Supporting Data																				
Total Number	0	0	0	1	83	3	5	5	71	187	86	74	66	59	60	108	29	61	900	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	5	3	3	9	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38050	40650	43350	46250	49200	52300	55500	58750	62050	68700	78200	86300	92350	96050	97650	97750	96900	94100	79100	2.2
Upper Quartile	35350	37600	39950	42400	44900	47500	50100	52750	55400	60600	67850	73800	78000	80500	81500	81400	80700	78500	62150	2.2
Median	30850	32750	34750	36800	38900	41000	43150	45250	47350	51300	56400	60100	62300	63050	62800	61900	60750	58250	49400	2.2
Lower Quartile	23450	26450	29350	32050	34550	36750	38650	40300	41650	43700	45600	46550	47050	47250	47350	47400	47400	47400	39400	7.2
Lower Decile	19900	23550	27000	29950	32400	34300	35750	36800	37550	38400	38850	39000	39000	39000	39000	39000	39000	39000	30550	15.0
Mean	30850	32850	34900	37000	39200	41400	43700	45950	48150	52500	58300	62700	65550	66900	67000	66350	65300	62850	52400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33200	43400	46450	49700	52350	54600	56750	60650	59650	65700	80650	83750	84350	102950	93100	99350	111200	97600	79100	
Upper Quartile	31250	38200	43700	46050	48800	48900	51500	53100	54100	56350	72300	73300	72150	86250	74650	84250	92850	80750	62150	
Median	27650	31950	36500	39800	42250	43550	44700	47450	48900	48750	59550	58450	52950	64700	62200	68600	70800	59850	49400	
Lower Quartile	24200	25400	27800	31850	36400	38900	38350	41900	39950	42050	49400	46650	51000	50350	55100	54250	56600	29950	39400	
Lower Decile	19650	24550	26650	30700	34000	33450	33500	35700	35350	33050	41900	40200	46150	42950	45700	46100	49000	28750	30550	
Mean	27900	32500	36850	39800	42750	44100	45200	47800	48150	48500	60550	61000	61150	70350	66000	71250	76750	61300	52400	
Supporting Data																				
Total Number	245	174	231	234	180	210	199	182	188	665	506	326	412	228	241	131	115	228	4696	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	5	2	10	
Less Than $22000	59	0	0	0	0	0	0	0	0	59	0	1	0	0	0	0	0	0	119	

1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	43900	47150	50550	54150	57950	61850	70100	82850	95050	105400	112900	117350	119150	119200	116600	101650	2.2
Upper Quartile	0	0	0	41650	44500	47500	50600	53850	57200	64050	74450	84000	91900	97500	100800	102200	102250	100400	85750	2.2
Median	0	0	0	38050	40500	43050	45700	48400	51150	56750	65100	72650	78800	83150	85800	86950	87150	86000	65150	2.2
Lower Quartile	0	0	0	34450	36750	39200	41650	44250	46850	52100	59750	66350	71250	74300	75550	75600	74850	72450	53550	2.2
Lower Decile	0	0	0	29250	31500	33900	36400	39000	41650	47100	54850	61150	65150	66750	66350	64800	62800	58550	47800	2.2
Mean	0	0	0	38050	40600	43300	46100	49000	52000	58100	67200	75500	82200	86800	89400	90350	90200	88300	71000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	48200	51550	52700	54850	62450	61650	69600	82200	89900	98450	115100	118700	119650	123800	122200	101650	
Upper Quartile	0	0	0	43200	47250	52100	53150	58300	57650	63800	69750	84400	84500	98350	104850	100050	114300	104200	85750	
Median	0	0	0	37800	41350	51100	48800	54650	52950	58200	58700	73150	67600	84700	90500	88600	98800	91650	65150	
Lower Quartile	0	0	0	34800	38500	50100	36550	50650	48550	51400	54600	61650	65300	73100	76050	77550	84500	78600	53550	
Lower Decile	0	0	0	31900	36450	44300	29850	42100	41700	44800	53350	54450	63650	58450	61550	62350	68750	69600	47800	
Mean	0	0	0	39650	42900	49850	45150	53950	52800	57750	62750	72900	76300	85700	90950	91300	99350	93650	71000	
Supporting Data																				
Total Number	0	3	6	15	23	112	14	41	38	101	166	104	134	75	88	64	35	95	1114	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	4	3	7	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY, MS

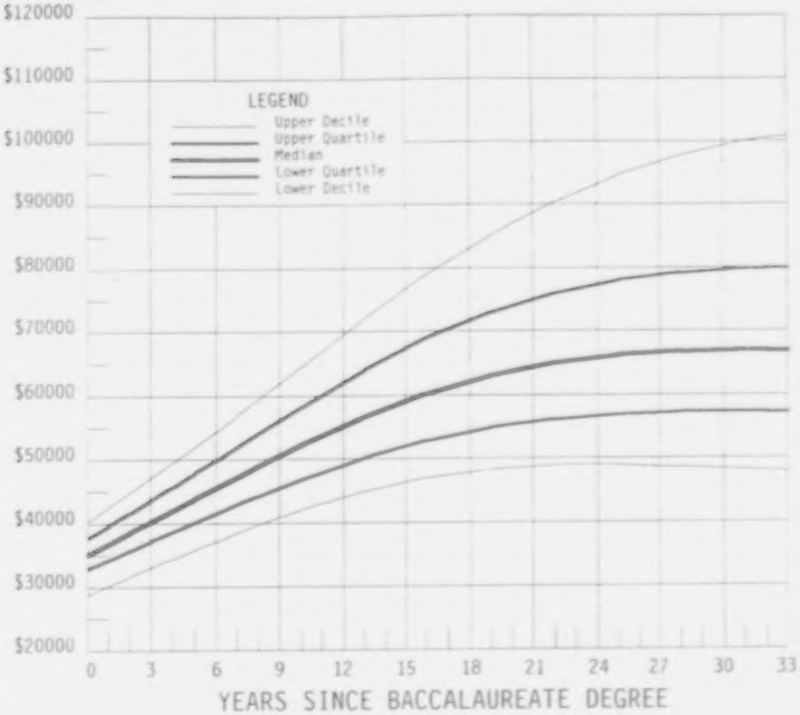
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	79200	91550	102550	111100	116800	119800	120850	119700	114400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	69250	78750	87150	93700	98250	100950	102150	102150	95900	2.2
Median	0	0	0	0	0	0	0	0	0	0	61750	69900	76800	81900	85050	86550	86950	85850	82100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	62000	67900	72000	74700	76400	77400	77950	78300	66750	4.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	60300	65700	69150	71150	72300	72900	73200	73350	64650	4.8
Mean	0	0	0	0	0	0	0	0	0	0	65000	74300	82200	87950	91400	92900	93050	91250	85000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	95700	103700	94000	122250	120750	120700	0	122750	114400	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	87950	95750	76900	112500	110550	96350	0	104900	95900	
Median	0	0	0	0	0	0	0	0	0	0	83450	87900	66800	93100	95300	88600	0	87200	82100	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	65350	81700	65400	86000	87350	83250	0	74350	66750	
Lower Decile	0	0	0	0	0	0	0	0	0	0	61050	76050	64550	82350	78300	73200	0	71900	64650	
Mean	0	0	0	0	0	0	0	0	0	0	78450	89550	73900	100400	98150	92150	0	93050	85000	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	2	10	14	16	84	16	25	20	9	31	227	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	2	0	3	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	44050	47200	50450	53950	57550	61300	69150	81300	93000	103100	110750	115700	118200	119000	117650	97600	2.2
Upper Quartile	0	0	0	41900	44650	47500	50500	53600	56750	63300	73200	82400	90200	96050	99850	101850	102500	101800	80750	2.2
Median	0	0	0	38400	40850	43400	46000	48700	51450	57100	65350	72850	78950	83300	85900	87100	87300	86150	60350	2.2
Lower Quartile	0	0	0	35050	37300	39650	42050	44500	47000	52000	59150	65200	69650	72350	73500	73500	72850	70650	52050	2.2
Lower Decile	0	0	0	29550	31850	34200	36650	39150	41750	46850	53850	59150	62050	62750	61700	59800	57650	53450	45350	2.2
Mean	0	0	0	38400	40900	43550	46250	49050	51950	57800	66500	74400	80800	85250	87850	88900	88950	87450	67400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	48200	51550	52700	54850	62450	61800	67700	77600	87550	104950	110750	117450	119550	123400	121900	97600	
Upper Quartile	0	0	0	43200	47250	52100	53150	58300	57850	62700	66000	81100	91900	94500	101350	105100	114150	103900	80750	
Median	0	0	0	37800	41350	51100	48800	54650	52650	57250	57550	68500	79950	81300	87250	88550	97300	92250	60350	
Lower Quartile	0	0	0	34800	38500	50100	36550	50650	48300	50750	54450	60200	63300	64550	73750	75000	82200	81350	52050	
Lower Decile	0	0	0	31900	36450	44300	29850	42100	41550	40900	53300	53850	56950	55800	60650	62050	66500	59250	45350	
Mean	0	0	0	39650	42900	49850	45150	53950	52750	56650	61350	69850	80300	81650	88150	90850	97400	93950	67400	
Supporting Data																				
Total Number	0	[illegible]	6	15	23	112	14	41	36	91	153	88	51	59	64	44	26	63	887	
$125,000 or More	0		0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	5	10	
Less Than $22000	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS

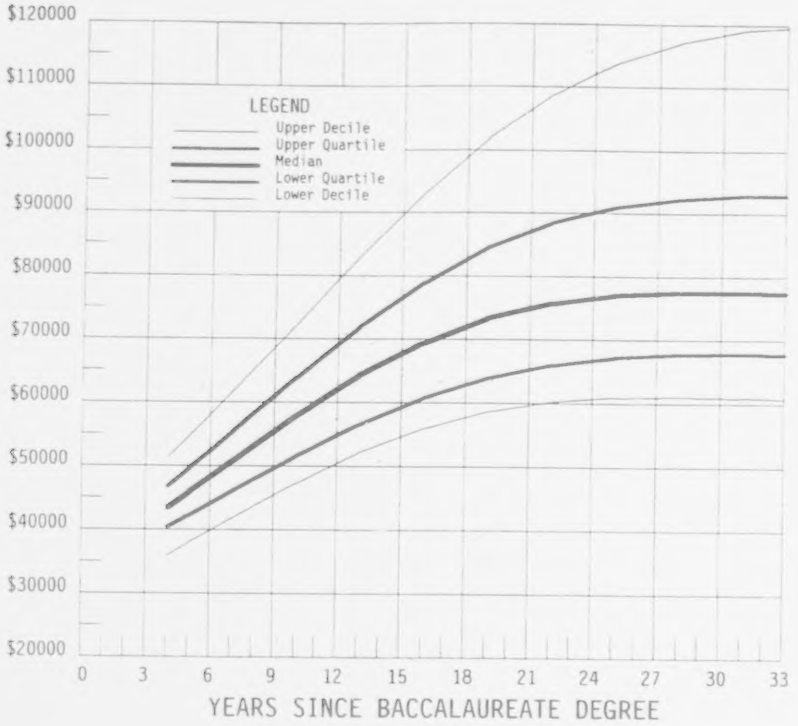
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40350	42500	44800	47100	49500	51900	54400	56900	59450	64500	72000	79000	85150	90400	94600	97750	100050	103000	78200	2.2
Upper Quartile	37700	39600	41600	43600	45650	47750	49850	51950	54050	58150	63950	68950	72950	75950	78000	79200	79850	80100	65100	2.2
Median	35100	36800	38500	40250	42000	43750	45500	47200	48900	52200	56600	60250	63050	65000	66150	66750	66950	66700	53850	2.2
Lower Quartile	32850	34300	35750	37200	38650	40050	41500	42900	44250	46800	50150	52850	54850	56150	56900	57250	57300	56950	44600	2.2
Lower Decile	28850	30250	31650	33050	34450	35850	37150	38500	39750	42050	44950	47050	48300	48900	48900	48600	48150	47050	38450	2.2
Mean	35100	36800	38600	40400	42200	44050	45850	47700	49500	53050	58000	62200	65550	68050	69650	70650	71150	71300	57100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	44000	45850	47800	49200	52300	53000	55850	59100	63900	73000	78950	82650	98350	92550	96850	103450	99450	78200	
Upper Quartile	36500	41350	42950	44000	46000	47250	48850	52000	54550	58550	64950	69050	70450	74950	75550	79100	84700	81350	65100	
Median	33800	37100	39900	41550	42600	43950	43500	47350	50100	51950	57800	60600	60900	63200	64350	67750	70350	67600	53850	
Lower Quartile	32400	33100	37000	37850	39300	40300	39200	42550	45450	47000	51100	52900	52600	54000	57250	59800	59550	56200	44600	
Lower Decile	27400	30750	32950	34400	35950	37750	33100	38950	41750	41650	44950	47350	46950	47400	47500	52300	53250	45150	38450	
Mean	34350	37350	39800	41250	42800	44500	43950	47600	50350	52750	58650	62200	63500	68550	68450	72000	74650	70350	57100	
Supporting Data																				
Total Number	1540	1166	1749	2218	2163	2602	218.	2167	2394	7908	6496	4680	4535	4127	3922	3214	2221	3463	58748	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	18	165	42	44	45	73	391	
Less Than $22000	65	5	0	5	0	0	0	0	0	60	0	1	5	0	0	0	1	0	143	

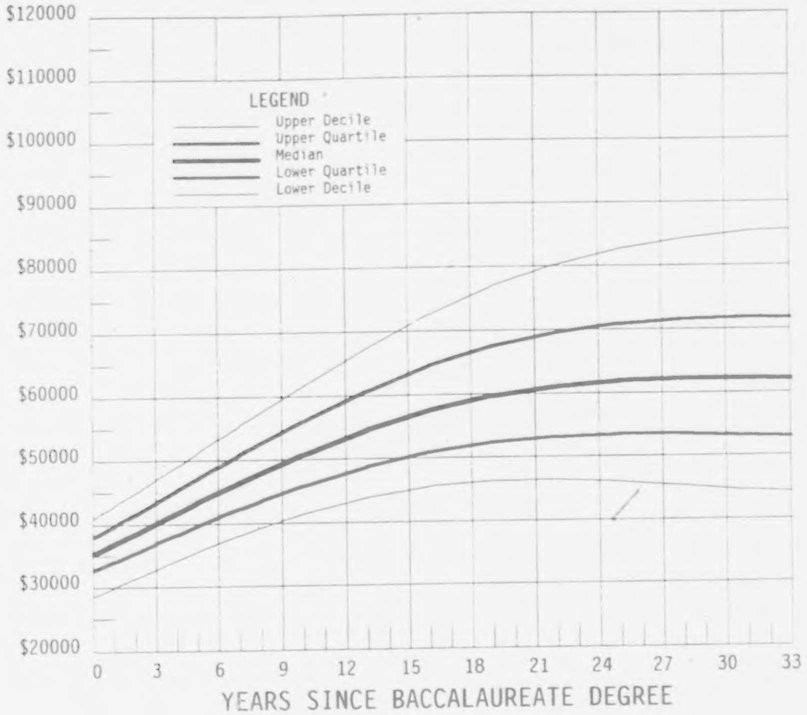
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51450	54700	58050	61500	65050	72250	83100	93200	101900	108800	113800	117100	119100	120900	101800	2.2
Upper Quartile	0	0	0	0	46800	49550	52350	55200	58100	63800	71850	78900	84450	88400	90900	92250	92850	92900	79400	2.2
Median	0	0	0	0	43400	45800	48250	50650	53100	57800	64200	69400	73250	75700	77000	77500	77500	76950	66550	2.2
Lower Quartile	0	0	0	0	40300	42200	44100	46000	47850	51500	56500	60650	63800	65950	67150	67700	67800	67250	57300	2.2
Lower Decile	0	0	0	0	36000	37900	39800	41750	43600	47250	52100	55900	58550	60150	60950	61100	60950	60300	46550	2.2
Mean	0	0	0	0	43900	46400	48950	51500	54050	59150	66200	72250	76900	80150	82100	83150	83500	83400	71100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49900	62000	56100	59550	62500	72050	80750	88850	104950	134100	109150	110700	117400	119250	101800	
Upper Quartile	0	0	0	0	46600	51200	51700	53800	58500	64950	71250	77200	82700	100850	84600	85300	97500	98850	79400	
Median	0	0	0	0	44800	44700	46600	51200	54950	60450	64250	69050	70950	75550	71350	75100	83650	83550	66550	
Lower Quartile	0	0	0	0	40450	42600	43800	45450	51550	51000	58750	61750	62350	65050	61650	66150	71750	72800	57300	
Lower Decile	0	0	0	0	38900	41500	42000	42250	47950	45100	52500	55700	57950	60050	57100	61850	63000	63500	46550	
Mean	0	0	0	0	44550	48250	48600	51200	55450	59300	66300	71200	75400	86150	76700	79950	87250	87950	71100	
Supporting Data																				
Total Number	23	35	129	176	249	439	368	298	437	1698	1538	1426	1257	1331	1477	1364	766	985	13997	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	17	163	36	37	32	57	344	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41000	42950	44950	47000	49050	51150	53300	55400	57500	61600	67450	72600	76900	80250	82700	84300	85350	86300	70200	2.2
Upper Quartile	38000	39750	41600	43400	45250	47100	48950	50800	52600	56000	60700	64550	67550	69600	70900	71600	71850	71650	60150	2.2
Median	35300	36900	38500	40100	41700	43300	44850	46400	47900	50750	54500	57500	59700	61100	61900	62200	62200	61750	50950	2.2
Lower Quartile	32700	34100	35500	36900	38300	39650	41000	42300	43500	45850	48750	50900	52350	53150	53450	53450	53200	52450	42800	2.2
Lower Decile	28650	30000	31450	32800	34200	35550	36850	38100	39300	41450	43950	45550	46300	46400	46000	45350	44600	43100	36800	2.2
Mean	35250	36850	38500	40150	41800	43400	45050	46650	48200	51200	55200	58450	60900	62550	63500	64000	64100	63800	52700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39850	43850	45750	47600	49100	51450	52750	55400	57850	61300	69650	71700	74300	77500	81400	86600	89100	87300	70200	
Upper Quartile	36400	41200	42650	44000	45850	46950	47900	51600	52900	55650	62500	63950	65100	67300	70450	72800	74900	72500	60150	
Median	33750	36850	39550	41650	42400	43700	42550	46600	48900	51000	55550	57300	57100	58350	61750	63250	65200	62800	50950	
Lower Quartile	32400	33000	36700	37200	39050	39700	38400	42300	44600	46050	49750	51200	50450	50250	54000	56150	56600	51500	42800	
Lower Decile	27350	30700	32000	34300	35600	36750	32800	38300	41300	41200	43350	45550	45750	45150	45300	50600	51400	39900	36800	
Mean	34100	37050	39450	41000	42550	43750	43000	47050	49200	50950	56250	58300	58900	60200	63450	66200	68000	63700	52700	
Supporting Data																				
Total Number	1516	1130	1620	2042	1914	2162	1814	1869	1958	6210	4957	3254	3278	2796	2445	1850	1455	2479	44751	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	2	6	7	13	16	47	
Less Than $22000	65	5	0	5	0	0	0	0	0	60	0	1	5	0	0	0	1	0	143	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40350	42450	44550	46750	49000	51300	53650	55950	58350	63000	69800	75950	81250	85500	88650	90850	92250	93700	74100	2.2
Upper Quartile	37700	39550	41450	43350	45300	47250	49200	51150	53100	56850	62100	66650	70250	72950	74800	75900	76450	76750	62100	2.2
Median	35200	36800	38400	40050	41700	43300	44950	46550	48100	51100	55150	58450	61000	62750	63850	64450	64700	64550	51150	2.2
Lower Quartile	32950	34350	35700	37050	38400	39700	41000	42300	43500	45800	48750	51050	52750	53800	54400	54600	54600	54200	42750	2.2
Lower Decile	28550	30000	31450	32850	34250	35600	36950	38200	39350	41450	43900	45450	46200	46350	46100	45700	45200	44300	37000	2.2
Mean	35150	36800	38450	40150	41850	43600	45300	47000	48650	51900	56350	60100	63050	65200	66600	67400	67800	67900	54150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	43900	45400	46600	48800	51800	52450	54850	58500	62950	71350	74750	79850	87750	87600	89600	96800	92450	74100	
Upper Quartile	36400	41250	42550	43650	45750	46650	47950	51500	54000	56400	63750	67050	67650	71050	73850	77200	80550	76800	62100	
Median	33750	37000	39850	41350	42350	43750	42850	46350	49600	50650	56050	58800	58600	60950	63650	66600	67550	64300	51150	
Lower Quartile	32350	33050	37350	37950	39050	40450	38650	42150	44750	45100	49650	51600	51100	50750	56350	58500	58200	51750	42750	
Lower Decile	27400	30700	31800	34300	35700	38000	32850	38100	41350	40550	43150	45700	45600	45450	47650	51100	51550	39600	37000	
Mean	34200	37200	39650	40900	42450	44350	43200	46850	49750	51250	57050	60150	61350	64750	66850	69600	71900	65850	54150	
Supporting Data																				
Total Number	1527	1146	1532	1962	1961	2101	1901	1781	1905	5747	4726	3298	3087	2800	2413	2077	1405	2445	43814	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	15	78	17	22	23	32	188	
Less Than $22000	65	5	0	5	0	0	0	0	0	60	0	1	0	0	0	0	1	0	138	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51200	54300	57450	60700	64000	70650	80450	89400	96900	102700	106800	109400	110950	112200	92100	2.2
Upper Quartile	0	0	0	0	46600	49200	51800	54450	57100	62300	69600	75750	80500	83800	85850	86900	87300	87250	75900	2.2
Median	0	0	0	0	43150	45400	47650	49900	52150	56600	62700	67750	71550	74000	75250	75600	75450	74300	63700	2.2
Lower Quartile	0	0	0	0	39900	41700	43450	45200	46950	50300	54950	58850	61900	64050	65400	66150	66450	66300	53100	2.2
Lower Decile	0	0	0	0	36000	37750	39500	41200	42900	46200	50700	54300	56950	58600	59400	59600	59400	58500	44550	2.2
Mean	0	0	0	0	43650	45950	48300	50650	53000	57650	64250	69900	74350	77400	79200	80000	80150	79400	67550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49200	62050	53300	57500	61350	72600	80450	83800	98200	121600	100750	102350	114400	115450	92100	
Upper Quartile	0	0	0	0	46350	50550	51450	52750	58200	63500	71050	72000	81850	86900	80700	82100	93850	93500	75900	
Median	0	0	0	0	44650	44550	46400	50950	54750	58900	63500	67500	69550	71100	69300	74150	81350	81400	63700	
Lower Quartile	0	0	0	0	40350	42600	43650	43950	51500	48350	57050	60850	61650	62900	59750	65450	69000	71500	53100	
Lower Decile	0	0	0	0	38850	41550	41950	42100	47850	43700	51400	53550	54650	58150	56050	61100	61000	61600	44550	
Mean	0	0	0	0	44200	48150	48100	50350	55000	57600	65100	68450	73850	80450	73250	77250	84600	85050	67550	
Supporting Data																				
Total Number	20	35	126	166	235	414	345	259	378	1200	1062	980	749	869	998	962	482	677	9957	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	14	76	15	19	17	30	173	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40550	42500	44450	46450	48500	50500	52550	54550	56500	60350	65600	70100	73600	76100	77750	78700	79150	79200	66800	2.2
Upper Quartile	37900	39650	41350	43100	44850	46600	48350	50000	51700	54850	59050	62500	65050	66800	67850	68350	68500	68250	57200	2.2
Median	35300	36850	38350	39900	41400	42900	44400	45850	47200	49800	53200	55800	57650	58750	59300	59450	59350	58800	48650	2.2
Lower Quartile	32750	34050	35400	36700	38000	39250	40500	41650	42800	44850	47400	49250	50400	51000	51150	51000	50750	49950	41350	2.2
Lower Decile	28200	29700	31250	32700	34150	35550	36850	38050	39200	41050	42950	43750	43750	43150	42300	41400	40550	39150	35400	2.2
Mean	35200	36750	38300	39850	41450	43000	44500	46000	47450	50200	53750	56600	58600	59900	60550	60800	60750	60250	50250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39700	43750	45250	46450	48750	50100	51900	54350	56550	59400	68000	69900	72000	74750	78900	79450	82700	77950	66800	
Upper Quartile	36350	41100	42100	43650	45550	46450	46800	51000	52250	53950	60850	62200	63000	64650	69400	69600	71450	67900	57200	
Median	33750	36750	39500	41450	42150	43450	41650	45600	48250	50050	53950	55650	55400	55650	61150	60950	62900	58750	48650	
Lower Quartile	32400	32950	37050	37250	38800	39700	37450	41800	43800	44200	48200	50200	49600	48400	52800	52900	56100	47850	41350	
Lower Decile	27350	30650	31550	34150	35300	37100	32550	37650	40900	39800	42000	44100	44900	42700	45600	49450	50100	32950	35400	
Mean	34050	36950	39300	40700	42250	43400	42100	46250	48450	49550	54700	56600	57350	57650	62350	63000	65250	58550	50250	
Supporting Data																				
Total Number	1508	1110	1406	1797	1726	1688	1555	1522	1527	4547	3663	2318	2338	1931	1415	1115	923	1768	33856	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	2	5	3	15	
Less Than $22000	65	5	0	5	0	0	0	0	0	60	0	1	0	0	0	0	1	0	138	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45200	47650	50200	52800	55500	58250	61050	66750	75300	83450	90750	96900	101750	105300	107700	110500	85800	2.2
Upper Quartile	0	0	42450	44600	46800	49050	51300	53600	55850	60300	66600	72100	76500	79750	81850	83100	83700	83750	70950	2.2
Median	0	0	39150	41100	43050	45050	47050	49000	50950	54700	59700	63700	66600	68400	69300	69500	69300	68350	60900	2.2
Lower Quartile	0	0	36050	37800	39550	41250	43000	44700	46400	49600	53850	57200	59600	61050	61750	61900	61700	60800	52300	2.2
Lower Decile	0	0	32150	33850	35600	37300	39000	40650	42250	45300	49050	51700	53200	53700	53450	52750	51900	50000	45450	2.2
Mean	0	0	39200	41200	43300	45350	47500	49600	51700	55800	61500	66350	70050	72600	74150	74850	75000	74500	64050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46600	48750	52050	52650	56100	59250	60700	67500	73650	83800	89050	100800	98100	106600	108850	112450	85800	
Upper Quartile	0	0	45400	45200	48650	50750	52050	54450	55750	61600	65250	73950	73850	78800	76200	83850	87100	90450	70950	
Median	0	0	41650	41300	45100	45050	47600	50150	51400	55600	60550	64100	63700	68000	63900	70450	73100	73350	60900	
Lower Quartile	0	0	35250	35400	41950	39700	44100	45950	47650	50800	54850	57100	57100	60100	58200	64100	62100	64750	52300	
Lower Decile	0	0	34500	34550	39400	33650	40750	42650	44600	47050	50900	51600	49350	53850	46050	56450	54600	55850	45450	
Mean	0	0	40850	41300	45600	45000	48350	50600	52250	56650	61750	67050	67450	72050	69400	76150	77350	79400	64050	
Supporting Data																				
Total Number	12	20	217	172	199	493	271	363	455	1924	1499	1256	1305	1029	1341	873	647	792	12868	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	2	21	16	12	28	82	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	6	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62250	66100	74050	86150	97500	107050	114100	118500	120650	121200	119750	110600	2.2
Upper Quartile	0	0	0	0	0	0	0	56150	59150	65300	74350	82650	89550	94650	98000	99850	100600	100300	84550	2.2
Median	0	0	0	0	0	0	0	51400	53950	58950	65900	71800	76150	78950	80300	80600	80250	78700	71500	2.2
Lower Quartile	0	0	0	0	0	0	0	48000	50100	54250	59750	64200	67250	69000	69650	69550	69000	67400	62800	2.2
Lower Decile	0	0	0	0	0	0	0	43400	45750	50250	56400	61150	64250	65650	65700	64900	63700	60950	57400	2.2
Mean	0	0	0	0	0	0	0	52750	55550	61150	69100	76000	81250	84650	86400	86900	86550	84800	77300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	66050	66600	71500	84500	104150	109450	115100	117050	116250	117350	123350	110600	
Upper Quartile	0	0	0	0	0	0	0	60400	61550	68850	72850	83100	82900	98800	95150	97000	102300	108650	84550	
Median	0	0	0	0	0	0	0	55700	55800	62300	64400	74350	72250	78600	75400	76500	83850	88550	71500	
Lower Quartile	0	0	0	0	0	0	0	50250	51700	56300	61100	65750	63100	70150	63850	66700	74250	74500	62800	
Lower Decile	0	0	0	0	0	0	0	45550	48200	53450	57750	59950	60650	64200	61250	64500	67700	66400	57400	
Mean	0	0	0	0	0	0	0	56300	58350	63350	69250	77200	77200	84150	82950	83650	88650	93350	77300	
Supporting Data																				
Total Number	4	0	3	10	13	26	22	38	55	492	407	432	484	350	440	346	231	264	3615	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	2	19	11	5	22	62	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	45550	47600	49750	51900	54050	56250	58400	62700	68900	74500	79300	83150	86100	88200	89600	91150	75200	2.2
Upper Quartile	0	0	42700	44650	46650	48650	50650	52600	54550	58300	63300	67450	70550	72650	73900	74450	74550	74100	65100	2.2
Median	0	0	39250	41050	42900	44700	46550	48300	50050	53350	57700	61050	63450	64850	65500	65550	65300	64350	56900	2.2
Lower Quartile	0	0	36050	37650	39300	40950	42550	44150	45650	48500	52200	55000	56850	57850	58150	58050	57650	56600	49650	2.2
Lower Decile	0	0	32200	33850	35550	37200	38800	40400	41950	44750	48200	50500	51600	51800	51300	50500	49500	47550	44000	2.2
Mean	0	0	39300	41150	43000	44800	46650	48500	50250	53700	58300	62100	64850	66700	67750	68200	68200	67650	58900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46600	48450	51900	52500	55100	57900	59550	62900	68550	75200	76500	81700	80550	93200	94450	94900	75200	
Upper Quartile	0	0	45350	45200	48200	50650	51450	53650	55050	58950	63050	67150	67750	71250	69250	77500	77850	78800	65100	
Median	0	0	41450	41000	44800	44850	47300	49700	50850	54250	58200	60700	60200	63700	61250	67950	67500	69100	56900	
Lower Quartile	0	0	35250	35350	41800	39600	43900	45700	47300	49300	53700	54700	53250	57200	55150	60000	56650	61550	49650	
Lower Decile	0	0	34500	34500	39300	33550	40550	42400	44400	46050	50100	49950	48200	52200	44100	53300	53750	52700	44000	
Mean	0	0	40700	40850	45300	44750	47850	49950	51400	54350	59000	51700	61700	65800	62800	71200	71100	72450	58900	
Supporting Data																				
Total Number	9	20	215	162	186	468	249	325	400	1431	1092	824	821	679	902	527	416	529	9253	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	6	6	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	59700	63150	70250	81200	91800	101350	109200	115050	118950	121250	123000	109150	2.2
Upper Quartile	0	0	0	0	0	0	0	56350	59650	66300	76100	84750	91450	95800	98050	98550	98050	95600	83000	2.2
Median	0	0	0	0	0	0	0	50350	52700	57400	63900	69400	73550	76250	77700	78150	78000	76800	69500	2.2
Lower Quartile	0	0	0	0	0	0	0	47100	48950	52550	57300	61100	63800	65400	66100	66150	65850	64750	59100	2.2
Lower Decile	0	0	0	0	0	0	0	43050	45200	49300	54750	58800	61300	62300	62150	61300	60150	57600	52450	2.2
Mean	0	0	0	0	0	0	0	51500	54150	59550	67250	73950	79150	82650	84600	85300	85200	83800	75900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68250	65550	67800	78950	79750	91050	157400	111100	109950	119100	116650	109150	
Upper Quartile	0	0	0	0	0	0	0	63450	62600	63700	77150	74100	79650	130950	93950	88700	97400	95550	83000	
Median	0	0	0	0	0	0	0	59250	59300	56200	67450	66950	71650	74700	78500	70900	82650	82100	69500	
Lower Quartile	0	0	0	0	0	0	0	54950	54250	51600	64500	62100	64200	55600	70700	58850	73400	72250	59100	
Lower Decile	0	0	0	0	0	0	0	51100	49300	50500	60050	57950	58700	54000	63950	57100	64600	63650	52450	
Mean	0	0	0	0	0	0	0	59400	58500	57800	69300	68750	73850	92450	83350	77350	87250	86800	75900	
Supporting Data																				
Total Number	0	0	0	83	3	7	11	23	34	238	271	126	143	298	169	265	168	226	2066	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	85	4	7	10	13	121	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

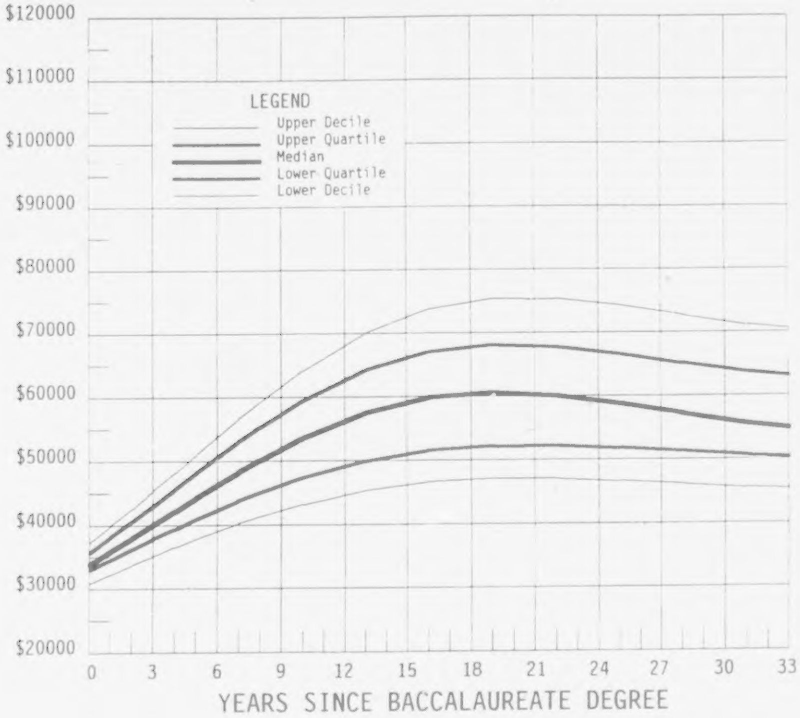
1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	80100	93000	106550	120100	133100	144800	154800	170200	155450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	78200	89950	101000	110600	118400	124200	128250	132950	126150	2.2
Median	0	0	0	0	0	0	0	0	0	0	75900	86150	94500	100500	104150	105900	106450	105850	93750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	72750	81200	87250	90700	92050	91900	91050	88700	74550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	64550	71850	76800	79250	79750	79050	77800	75100	65850	2.2
Mean	0	0	0	0	0	0	0	0	0	0	75450	85900	94950	101950	106750	109650	111150	112000	102550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	68000	91200	117050	168400	119550	133100	145100	138200	155450	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	67300	86800	94700	158500	105200	116550	118600	113800	126150	
Median	0	0	0	0	0	0	0	0	0	0	66150	78950	85550	141950	91850	100400	99350	93800	93750	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	65000	74000	74850	125450	78600	86800	85150	83200	74550	
Lower Decile	0	0	0	0	0	0	0	0	0	0	64350	71450	64550	87600	73700	74300	77200	77550	65850	
Mean	0	0	0	0	0	0	0	0	0	0	66950	80400	88600	136700	94250	103500	104850	101250	102550	
Supporting Data																				
Total Number	0	0	0	0	1	0	2	1	4	6	69	14	24	112	40	56	53	44	425	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	85	2	7	9	6	109	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	58750	61500	67000	74950	82100	88100	92700	95950	97950	99000	99600	89000	2.2
Upper Quartile	0	0	0	0	0	0	0	55200	57800	62900	70100	76100	80600	83500	85000	85450	85200	83800	77300	2.2
Median	0	0	0	0	0	0	0	50550	52700	56950	62550	66950	69900	71550	72050	71800	71150	69350	66250	2.2
Lower Quartile	0	0	0	0	0	0	0	47050	48900	52450	57050	60650	63000	64300	64750	64550	64050	62600	57050	2.2
Lower Decile	0	0	0	0	0	0	0	42950	45050	49050	54350	58250	60500	61350	61050	60100	58850	56250	51350	2.2
Mean	0	0	0	0	0	0	0	50950	53250	57750	63950	69050	72750	75150	76300	76550	76300	74950	69000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	66450	66000	67600	79150	77700	84900	86000	104200	90200	99750	108900	89000	
Upper Quartile	0	0	0	0	0	0	0	62750	62650	63400	77800	71800	76700	73550	87450	80150	88700	92700	77300	
Median	0	0	0	0	0	0	0	58850	58700	56050	71700	65850	69750	59650	75900	64100	77600	78300	66250	
Lower Quartile	0	0	0	0	0	0	0	54600	53800	51600	63400	61700	63350	54600	68000	58250	67850	70150	57050	
Lower Decile	0	0	0	0	0	0	0	50950	48950	50450	58050	57050	58000	53600	61100	56850	61500	61950	51350	
Mean	0	0	0	0	0	0	0	58800	58250	57600	70150	67250	70950	65900	80000	70350	79150	83350	69000	
Supporting Data																				
Total Number	0	0	0	83	2	7	10	22	31	232	202	111	119	187	129	209	115	182	1641	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	2	7	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

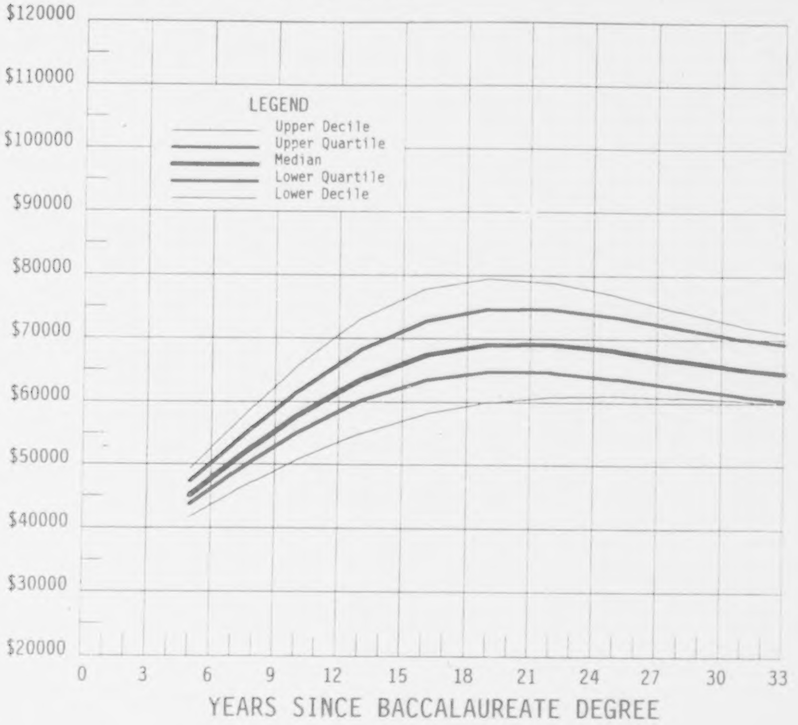
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37250	39850	42550	45350	48150	50950	53800	56550	59200	64150	70050	73800	75400	75350	74300	72750	71200	68500	67400	2.2
Upper Quartile	35650	38050	40500	43000	45550	48050	50550	52950	55250	59400	64200	67050	68100	67750	66600	65150	63700	61250	60000	2.2
Median	33800	35850	37900	40000	42100	44200	46250	48200	50100	53550	57450	59750	60500	60000	58750	57200	55600	52700	47300	2.2
Lower Quartile	32900	34550	36200	37800	39350	40900	42350	43750	45050	47350	49950	51500	52150	52200	51800	51250	50600	49550	41950	2.2
Lower Decile	30800	32250	33700	35100	36500	37800	39050	40200	41300	43200	45350	46600	47100	47050	46650	46150	45600	44650	34500	2.2
Mean	34500	36500	38500	40550	42550	44550	46550	48450	50250	53600	57500	59950	61000	60850	59950	58700	57350	54750	50200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	34000	42650	46900	43950	53100	49850	51250	60200	59750	64600	71500	71450	74100	69050	71700	77350	69600	76700	67400	
Upper Quartile	33650	40700	43100	43150	48000	46200	45850	52700	58050	60600	63100	69650	65300	64550	69100	69700	67350	60550	60000	
Median	33100	34000	39200	41800	44700	44550	43150	50650	49800	51700	56700	64100	53150	60500	62750	62050	65300	49550	47300	
Lower Quartile	32550	33000	36350	39650	40900	42800	41500	42500	43750	44200	48550	58850	50450	49400	61050	46250	57950	46800	41950	
Lower Decile	32200	32400	30950	35550	39150	41700	33150	38300	42100	41900	42750	55650	45450	47750	60000	33300	37200	44750	34500	
Mean	35200	36900	39350	41600	45150	45050	43000	48550	51400	52750	57100	63800	56600	58300	64500	59150	60450	54350	50200	
Supporting Data																				
Total Number	194	196	268	337	253	305	254	122	161	497	254	304	209	318	190	85	66	200	4212	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

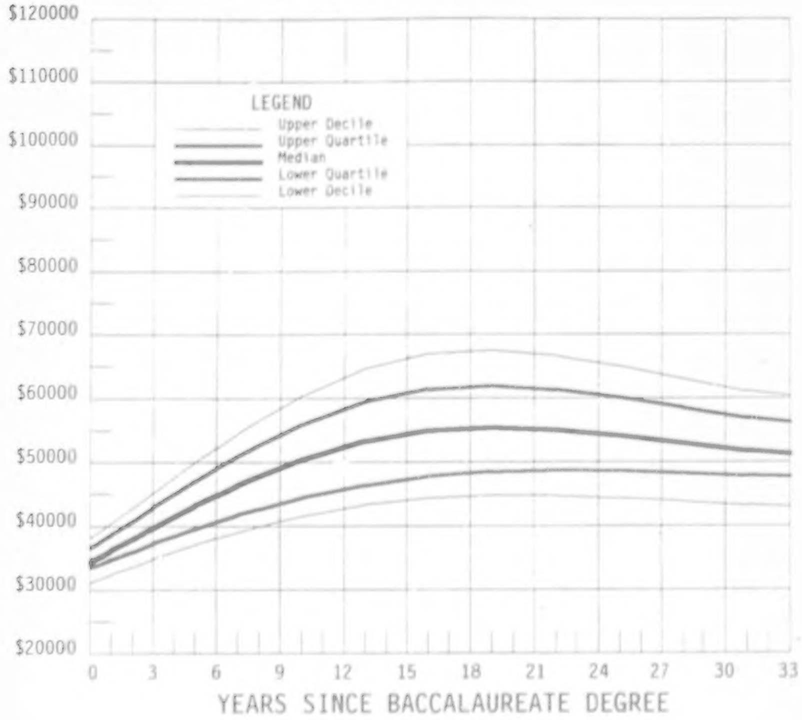
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	49400	52750	56050	59350	65550	73150	77800	79500	78900	76900	74450	72100	68250	73100	2.2
Upper Quartile	0	0	0	0	0	47250	50200	53150	56050	61450	68200	72650	74650	74700	73550	71850	70100	67050	68850	2.2
Median	0	0	0	0	0	45150	47750	50400	52950	57700	63500	67300	69050	69150	68200	66750	65300	62700	61650	2.2
Lower Quartile	0	0	0	0	0	43700	46100	48500	50800	55050	60200	63400	64800	64750	63800	62450	61100	58750	50300	2.2
Lower Decile	0	0	0	0	0	41750	43650	45550	47350	50700	55000	58050	60000	60900	61100	60850	60400	59400	43050	2.2
Mean	0	0	0	0	0	45550	48200	50800	53350	58100	64000	67850	69700	69850	69000	67650	66250	63750	59800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46900	52050	62250	62250	76750	80700	71900	77950	72600	71650	79050	71350	92850	73100	
Upper Quartile	0	0	0	0	0	45400	50650	52900	59900	63950	76600	70550	74900	68750	69550	77600	70350	79750	68850	
Median	0	0	0	0	0	43450	45250	51950	58600	62100	69150	68350	67100	62800	63100	70500	68700	76600	61650	
Lower Quartile	0	0	0	0	0	42250	43050	50950	57300	60300	62000	62600	65100	61400	61550	62800	66550	63650	50300	
Lower Decile	0	0	0	0	0	41500	41800	50400	56500	45400	60150	59800	52750	60550	60600	61100	65000	61450	43050	
Mean	0	0	0	0	0	44200	46300	53900	58900	61450	68800	66750	68300	64750	65550	70450	68450	75550	59800	
Supporting Data																				
Total Number	11	0	13	33	0	145	139	57	57	105	81	195	66	79	154	31	18	41	1223	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38150	40450	42850	45200	47600	49950	52250	54500	56600	60350	64600	66900	67450	66600	65000	63050	61150	57750	60150	2.2
Upper Quartile	36600	38700	40750	42850	44950	47000	49000	50900	52700	55900	59450	61400	61900	61300	60050	58500	56950	54100	51850	2.2
Median	34400	36200	37950	39700	41450	43150	44800	46350	47800	50400	53300	54950	55400	55050	54150	53000	51800	49600	44650	2.2
Lower Quartile	33500	34750	36000	37250	38400	39550	40650	41700	42650	44400	46400	47750	48500	48750	48650	48300	47900	46950	40400	2.2
Lower Decile	31250	32450	33650	34850	36000	37050	38100	39050	39950	41550	43300	44350	44800	44750	44350	43850	43250	42100	33350	2.2
Mean	35050	36800	38550	40250	41950	43600	45200	46700	48150	50600	53400	54950	55400	55050	54200	53100	51950	49850	46300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33850	42650	47050	43800	53100	50250	43800	55250	56750	62300	62400	68600	55300	67150	76650	67650	67250	58300	60150	
Upper Quartile	33550	40700	43050	43050	48000	46550	43000	49350	49550	56550	59850	62450	53850	64350	62550	65100	66150	51700	51850	
Median	33050	34000	38800	41800	44700	45300	41650	42900	46000	50300	50350	58450	51600	54100	55900	56950	64250	48450	44650	
Lower Quartile	32500	33000	36250	39600	40900	44050	33300	39400	42800	43350	43950	56250	46450	48700	54450	44150	56300	46100	40400	
Lower Decile	32200	32400	30900	35400	39150	42250	32500	31150	41700	41550	42200	46950	45000	47500	53600	32850	36850	44450	33350	
Mean	33100	36900	39150	41500	45150	45750	39050	43950	47300	50400	51650	58550	51250	56200	60050	52600	57400	48950	46300	
Supporting Data																				
Total Number	183	196	255	304	253	160	115	65	105	392	173	109	143	239	35	54	48	160	2989	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37000	39500	42100	44700	47400	50100	52800	55400	58000	62750	68650	72600	74650	75150	74550	73450	72250	69950	67250	2.2
Upper Quartile	35700	38050	40450	42900	45350	47750	50150	52400	54600	58500	62950	65450	66300	65850	64650	63200	61800	59450	58450	2.2
Median	33450	35550	37700	39900	42050	44200	46300	48300	50200	53600	57350	59450	60050	59600	58600	57300	56100	54050	46400	2.2
Lower Quartile	32900	34500	36100	37650	39200	40700	42100	43400	44650	46850	49350	50800	51450	51500	51100	50550	50000	48950	41650	2.2
Lower Decile	30750	32150	33550	34850	36150	37400	38600	39700	40750	42550	44500	45700	46150	46100	45800	45300	44800	43950	33850	2.2
Mean	34300	36300	38350	40400	42400	44400	46350	48200	50000	53150	56800	59050	60050	60000	59400	58550	57600	56000	49550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33850	42650	47550	43950	49400	46950	51300	53850	58900	63900	76100	71650	72000	69050	71300	77350	69600	77400	67250	
Upper Quartile	33550	40700	42850	43150	47200	46050	45950	52050	5720C	60250	62850	70050	55600	64550	69600	69700	67350	57850	58450	
Median	33050	34000	39150	41750	43600	44550	43200	50200	48100	51100	58150	66300	52700	60500	63100	62050	65300	49450	46400	
Lower Quartile	32500	33000	36100	39550	40450	42850	41500	41900	43100	43900	47850	59850	46900	49400	60900	46250	57950	47050	41650	
Lower Decile	32200	32400	30850	35500	39000	41750	33100	31950	41850	41950	42500	56650	45150	47750	55000	33300	37200	45200	33850	
Mean	33100	36900	39100	41550	44350	44850	43050	47000	49900	52400	56900	64750	54700	58300	64650	59150	60450	55000	49550	
Supporting Data																				
Total Number	183	196	235	324	214	279	247	109	123	427	219	265	171	318	121	85	66	178	3759	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	48600	51750	54950	58050	64000	71500	76500	78800	78900	77650	75800	73850	70500	72700	2.2
Upper Quartile	0	0	0	0	0	47350	50350	53350	56250	61800	68700	73250	75300	75400	74200	72450	70650	67550	68850	2.2
Median	0	0	0	0	0	44750	47300	49800	52300	57050	63200	67550	69900	70450	69700	68250	66550	63100	61150	2.2
Lower Quartile	0	0	0	0	0	43500	45900	48250	50500	54700	59850	63150	64700	64900	64150	62950	61750	59550	46550	2.2
Lower Decile	0	0	0	0	0	41500	43350	45150	46900	50200	54450	57600	59700	60850	61300	61300	61050	60350	42850	2.2
Mean	0	0	0	0	0	45250	47800	50350	52850	57550	63400	67450	69600	70200	69700	68650	67450	65250	59150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	46900	52100	52700	59600	77150	81350	71900	74750	72600	71450	79050	71350	92850	72700	
Upper Quartile	0	0	0	0	0	45400	50750	52250	59000	68850	77600	70550	72900	68750	70050	77600	70350	79750	68850	
Median	0	0	0	0	0	43450	45500	51500	58000	62150	68350	68350	66550	62800	63750	70500	68700	76600	61150	
Lower Quartile	0	0	0	0	0	42250	43250	50750	57000	60050	61500	62600	64550	61400	6190C	62800	66550	63650	46550	
Lower Decile	0	0	0	0	0	41500	41900	50300	56400	45250	55850	59800	51650	60550	60750	61100	65000	61450	42850	
Mean	0	0	0	0	0	44200	46500	51500	58000	61350	68550	66750	65950	64750	66450	70450	68450	75550	59150	
Supporting Data																				
Total Number	0	0	13	33	0	145	132	44	44	92	68	195	40	79	103	31	18	41	1077	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37600	39950	42350	44750	47150	49500	51700	53850	55850	59300	62950	64700	64850	63900	62450	60850	59350	56950	59450	2.2
Upper Quartile	36450	38500	40550	42650	44700	46700	48650	50550	52350	55500	59050	61000	61550	61000	59800	58300	56800	54050	50800	2.2
Median	34150	35950	37750	39500	41250	42900	44500	46050	47450	49900	52550	54050	54500	54250	53550	52700	51900	50500	43950	2.2
Lower Quartile	32400	33750	35050	36350	37600	38800	39950	41050	42050	43850	45950	47300	48050	48300	48250	48000	47700	47100	39900	2.2
Lower Decile	31250	32450	33600	34750	35850	36900	37900	38850	39700	41200	42900	43900	44300	44250	43900	43400	42850	41750	33200	2.2
Mean	34800	36600	38350	40100	41800	43400	44950	46450	47800	50150	52700	54100	54500	54250	53600	52750	51950	50600	45700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33850	42650	47850	43800	49400	47050	43800	55250	53450	61200	62600	69800	55400	67150	0	67650	67250	54250	59450	
Upper Quartile	33550	40700	42700	43000	47200	46350	43000	49350	47600	55450	60450	65950	54050	64350	0	65100	66150	50600	50800	
Median	33050	34000	38700	41750	43600	45300	41650	42900	43700	50000	49450	58600	51650	54100	0	56950	64250	48350	43950	
Lower Quartile	32500	33000	31950	39450	40450	44250	33300	39400	42350	43200	43600	56700	46250	48700	0	44150	56300	46350	39900	
Lower Decile	32200	32400	30800	35350	39000	42550	32500	31150	41550	41700	42050	45900	44900	47500	0	32850	36850	44950	33200	
Mean	33100	36900	38900	41450	44350	45550	39050	43950	45400	49950	51650	59300	51200	56200	0	52600	57400	48950	45700	
Supporting Data																				
Total Number	183	196	222	291	214	134	115	65	79	335	151	71	131	239	18	54	48	137	2683	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43150	45950	48750	51550	54300	57000	59550	64200	69400	72300	73050	72300	70700	68800	67050	64100	67050	2.2
Upper Quartile	0	0	42500	45250	47950	50650	53250	55750	58100	62200	66450	68350	68300	66900	64900	52750	60850	57850	62450	2.2
Median	0	0	40000	42300	44600	46900	49100	51200	53200	56800	60800	63000	63650	63200	62100	60750	59500	57300	54400	2.2
Lower Quartile	0	0	37500	39800	42050	44200	46250	48100	49750	52350	54300	54150	52600	50350	48000	45850	44050	41400	46450	2.2
Lower Decile	0	0	36650	38450	40200	41850	43400	44800	46050	43050	49800	50200	49550	48300	46850	45450	44250	42350	41250	2.2
Mean	0	0	40050	42400	44750	47050	49250	51400	53350	56750	60300	61900	61900	60850	59250	57550	56000	53500	54800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46250	43700	55100	52400	0	63600	59200	66200	52700	62800	78800	0	74550	0	0	63300	67050	
Upper Quartile	0	0	45100	43250	53750	51500	0	63000	58000	63550	52250	61000	77000	0	63600	0	0	62250	62450	
Median	0	0	39500	42500	48500	50000	0	62000	56000	55050	51500	58000	66000	0	62400	0	0	60550	54400	
Lower Quartile	0	0	37300	41750	46250	42500	0	61000	48500	45150	50750	52250	52250	0	61200	0	0	31200	46450	
Lower Decile	0	0	36500	41300	44900	41600	0	60400	47600	37200	50300	50900	50900	0	60500	0	0	30500	41250	
Mean	0	0	40850	42500	49500	47000	0	62000	53250	53900	51500	57150	65150	0	64250	0	0	48950	54800	
Supporting Data																				
Total Number	11	0	33	13	39	26	7	13	26	57	22	39	39	0	68	0	0	22	414	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

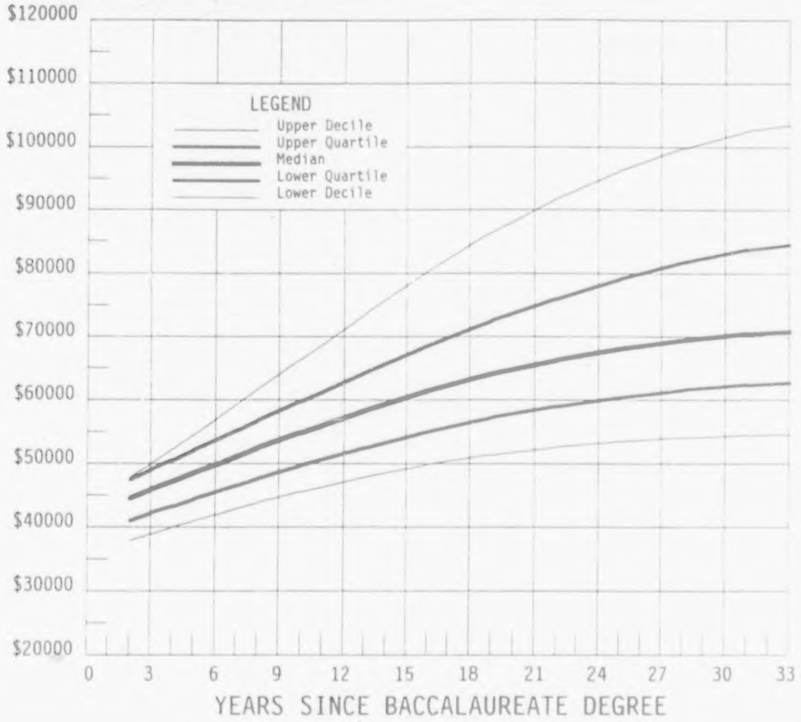
1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	76250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	68350	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	63050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	61300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60300	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	64400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	63600	0	63600	0	0	79200	0	73150	0	0	0	76250	
Upper Quartile	0	0	0	0	0	0	0	63000	0	63000	0	0	78000	0	63500	0	0	0	68350	
Median	0	0	0	0	0	0	0	62000	0	62000	0	0	76000	0	62350	0	0	0	63050	
Lower Quartile	0	0	0	0	0	0	0	61000	0	61000	0	0	66000	0	61150	0	0	0	61300	
Lower Decile	0	0	0	0	0	0	0	60400	0	60400	0	0	64800	0	60450	0	0	0	60300	
Mean	0	0	0	0	0	0	0	62000	0	62000	0	0	72000	0	63700	0	0	0	64400	
Supporting Data																				
Total Number	11	0	0	0	0	0	7	13	0	13	0	0	26	0	51	0	0	0	121	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44150	46400	48700	50950	53100	55250	57250	60800	64900	67250	68000	67550	66300	64700	63050	60000	62750	2.2
Upper Quartile	0	0	43450	45650	47800	49950	52000	53950	55800	59100	62700	64600	65000	64300	62900	61250	59600	56600	57250	2.2
Median	0	0	40450	42300	44200	46000	47800	49500	51150	54100	57600	59850	60950	61100	60550	59650	58650	56600	50900	2.2
Lower Quartile	0	0	37600	39750	41850	43850	45700	47350	48800	50850	52000	51000	48700	45800	42900	40250	38100	34700	44700	2.2
Lower Decile	0	0	36750	38550	40250	41800	43250	44500	45600	47200	48100	47450	45800	43650	41400	39350	37600	34800	37800	2.2
Mean	0	0	40500	42450	44350	46200	48000	49650	51200	53900	56650	57900	57850	56950	55500	53900	52350	49600	50800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	46250	43700	55100	52400	0	0	59200	66600	52700	62800	52700	0	78400	0	0	63300	62750	
Upper Quartile	0	0	45100	43250	53750	51500	0	0	58000	64550	52250	61000	52250	0	64000	0	0	62250	57250	
Median	0	0	39500	42500	48500	50000	0	0	56000	53000	51500	58000	51500	0	62650	0	0	60550	50900	
Lower Quartile	0	0	37300	41750	46250	42500	0	0	48500	44400	50750	52250	50750	0	61350	0	0	31200	44700	
Lower Decile	0	0	36500	41300	44900	41600	0	0	47600	36950	50300	50900	50300	0	60550	0	0	30500	37800	
Mean	0	0	40850	42500	49500	47000	0	0	53250	51550	51500	57150	51500	0	65950	0	0	48950	50800	
Supporting Data																				
Total Number	0	0	33	13	39	26	0	0	26	44	22	39	13	0	17	0	0	22	293	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

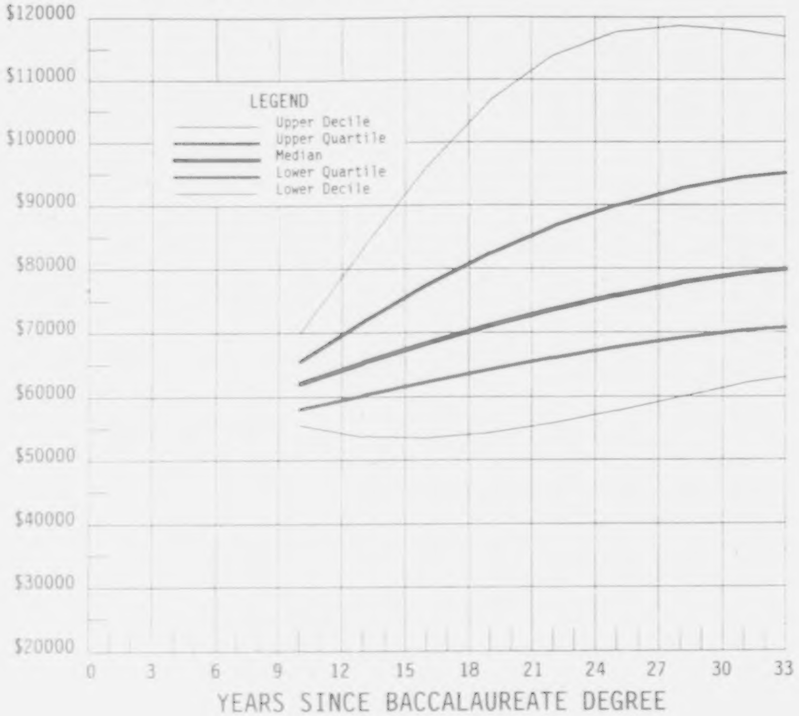
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47750	49950	52250	54550	56900	59250	61650	66450	73550	80250	86400	91750	96200	99800	102500	106250	89000	2.2
Upper Quartile	0	0	47500	49000	50550	52100	53650	55200	56750	59800	64300	68550	72450	76000	79050	81650	83700	86700	71200	2.2
Median	0	0	44500	45850	47200	48500	49850	51150	52450	54900	58350	61450	64100	66250	68050	69400	70450	71850	61150	2.2
Lower Quartile	0	0	41000	42150	43250	44400	45500	46550	47650	49700	52500	55050	57200	59000	60400	61550	62400	63550	52600	2.2
Lower Decile	0	0	37850	38900	39950	40950	41950	42950	43850	45600	47950	49900	51450	52650	53500	54100	54500	54900	46600	2.2
Mean	0	0	43450	45000	46550	48050	49600	51150	52650	55600	59850	63650	67000	69850	72150	73950	75300	77150	64800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	51150	52050	54350	54700	56450	58750	60650	63950	72300	82200	91150	93950	98400	102850	109950	98850	89000	
Upper Quartile	0	0	47900	49150	51500	51800	52350	54900	56850	59750	65100	68850	71300	73300	77850	86650	87000	84550	71200	
Median	0	0	44550	46050	47050	48550	48550	51000	52550	55100	59050	61450	63400	65150	67250	70550	71300	71650	61150	
Lower Quartile	0	0	38600	41700	43100	44850	44500	46450	48700	50350	53600	54350	55700	56500	60300	62000	63550	63900	52600	
Lower Decile	0	0	35600	37800	41050	41050	41200	43700	44450	45550	50000	49150	49900	51500	53050	53050	55500	55650	46600	
Mean	0	0	43750	45500	47150	48450	48650	51000	52700	55100	60550	63550	66300	68600	72500	75950	77950	75450	64800	
Supporting Data																				
Total Number	32	44	79	105	99	171	152	250	301	894	756	633	465	530	642	566	544	1011	7275	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	18	22	8	66	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

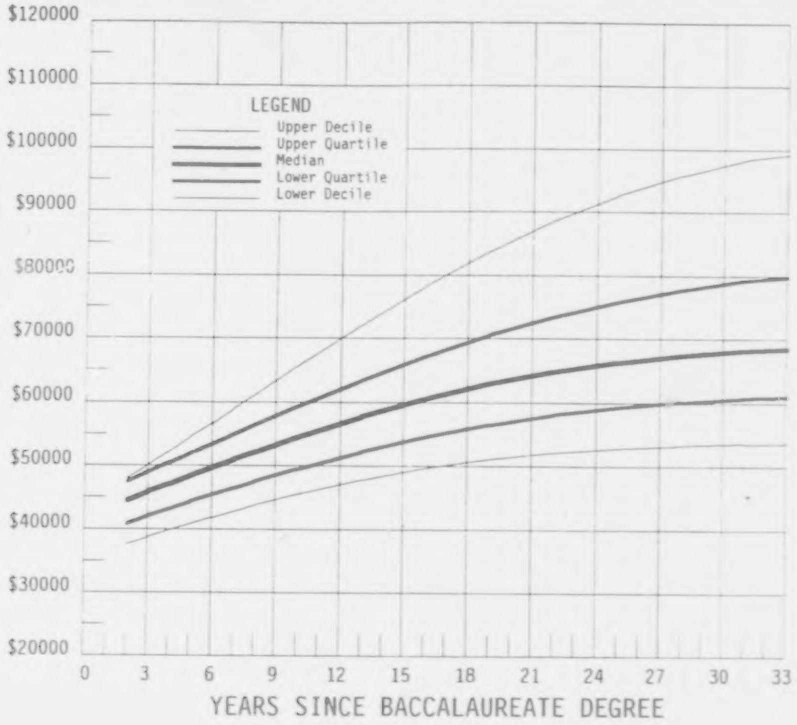
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69900	83300	96050	106600	113850	117650	118650	117850	113750	111150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	65500	71700	77400	82400	86600	89950	92550	94400	96850	89100	2.2
Median	0	0	0	0	0	0	0	0	0	62100	65350	68350	71100	73600	75800	77700	79200	81650	74000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	58050	60200	62300	64250	66100	67750	69200	70350	72150	65500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	55600	53750	53500	54300	55800	57750	59950	62050	65950	57500	2.2
Mean	0	0	0	0	0	0	0	0	0	61850	67250	72050	76100	79350	81850	83600	84850	86250	79550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70700	86900	93600	87500	110000	135050	123750	122950	109100	111150	
Upper Quartile	0	0	0	0	0	0	0	0	0	66850	71950	75350	76100	85000	92850	97750	97900	93650	89100	
Median	0	0	0	0	0	0	0	0	0	62100	66150	67950	70650	71700	74200	80100	82150	80250	74000	
Lower Quartile	0	0	0	0	0	0	0	0	0	57000	62150	63800	61600	65000	66800	71400	70050	72000	65500	
Lower Decile	0	0	0	0	0	0	0	0	0	53150	59950	53950	48700	54350	57550	62450	64450	64550	57500	
Mean	0	0	0	0	0	0	0	0	0	61850	69900	70800	70100	76250	84350	87450	88350	83750	79550	
Supporting Data																				
Total Number	3	0	0	0	0	0	1	7	6	72	71	75	63	82	113	131	136	240	1000	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	12	12	3	41	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	48050	50150	52300	54500	56700	58950	61150	65600	72150	78250	83800	88650	92650	95900	98350	101700	83900	2.2
Upper Quartile	0	0	47400	48950	50450	51950	53450	54950	56450	59300	63400	67150	70500	73400	75800	77750	79250	81350	68300	2.2
Median	0	0	44500	45800	47100	48400	49700	50950	52150	54500	57700	60500	62900	64800	66300	67400	68200	69300	59250	2.2
Lower Quartile	0	0	40850	42050	43150	44300	45400	46450	47500	49500	52200	54550	56500	58050	59250	60150	60750	61600	51750	2.2
Lower Decile	0	0	37650	38700	39800	40800	41850	42800	43750	45500	47800	49700	51150	52200	52900	53350	53650	53850	46000	2.2
Mean	0	0	43550	45050	46500	48000	49450	50900	52350	55150	59050	62500	65500	68000	69950	71450	72550	74000	62450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	51150	52050	54350	54700	56100	58050	60450	63150	71100	79750	92150	90300	94800	96100	101850	96300	83900	
Upper Quartile	0	0	47900	49150	51500	51800	52250	54550	56650	59100	63950	67500	70050	71350	74800	82500	81900	79300	68300	
Median	0	0	44550	46050	47050	48550	48500	50750	52400	54650	58100	60500	62550	63950	66050	68100	68450	69250	59250	
Lower Quartile	0	0	38600	41700	43100	44850	44500	46300	48600	50050	53200	53900	55200	55700	59300	60350	61550	62150	51750	
Lower Decile	0	0	35600	37800	41050	41050	41200	43550	44400	45300	49300	49100	49950	51250	52500	52550	54150	54600	46000	
Mean	0	0	43750	45500	47150	48450	48600	50750	52500	54500	59550	62600	65750	67200	70000	72450	74500	72850	62450	
Supporting Data																				
Total Number	28	44	79	105	99	171	152	242	295	821	685	558	403	448	529	434	408	772	6275	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	11	5	25	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47950	49950	52000	54100	56200	58300	60400	64500	70450	75850	80500	84400	87400	89650	91250	93250	78500	2.2
Upper Quartile	0	0	46550	48050	49600	51100	52600	54050	55500	58300	62200	65650	68600	71000	72900	74350	75450	76850	67100	2.2
Median	0	0	43550	44850	46100	47400	48650	49850	51050	53350	56500	59250	61600	63450	64950	66100	66900	67950	57700	2.2
Lower Quartile	0	0	40250	41350	42400	43450	44500	45500	46450	48300	50850	53100	54950	56450	57600	58500	59200	60050	50550	2.2
Lower Decile	0	0	37150	38100	39050	39950	40850	41700	42550	44150	46300	48100	49550	50700	51550	52150	52600	53150	44650	2.2
Mean	0	0	42900	44350	45800	47250	48650	50050	51450	54100	57800	61050	63750	65950	67700	68950	69850	71000	60600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	51500	51800	53900	52900	55350	57200	59450	62400	71150	79500	76900	90350	88900	87950	95000	90300	78500	
Upper Quartile	0	0	47600	48800	49650	50200	51250	53600	55550	57950	63400	66550	68550	69850	71950	73550	76300	77150	67100	
Median	0	0	44300	44750	45400	47000	47700	49400	51950	53350	57200	59150	61400	62750	64650	65850	66600	68450	57700	
Lower Quartile	0	0	37950	40900	42350	44150	43300	45500	47750	48700	52300	52650	53550	54800	56400	57300	~~59400~~	61550	50550	
Lower Decile	0	0	35250	37400	37950	40700	40450	42850	43300	44300	47550	47000	48100	50450	50850	51100	52700	54150	44650	
Mean	0	0	43450	44800	45900	47300	47600	49750	51750	53450	58900	61450	63200	65900	67250	68200	71200	70800	60600	
Supporting Data																				
Total Number	30	41	68	83	70	116	106	190	217	591	475	389	271	313	344	299	303	608	4515	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	7	0	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68500	79250	88900	96500	101600	104200	104900	104400	101700	98150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	65500	68600	71800	75100	78350	81450	84250	86650	90500	82100	2.2
Median	0	0	0	0	0	0	0	0	0	61050	63400	65750	68050	70250	72250	74000	75500	77750	71000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56950	56400	56900	58150	59950	62000	64200	66250	69900	62500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53100	47050	45000	45150	46750	49350	52650	56200	63550	53150	2.2
Mean	0	0	0	0	0	0	0	0	0	60700	64150	67350	70200	72750	75000	76800	78300	80600	74150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	68300	85650	83950	83350	108800	110050	103550	112600	99050	98150	
Upper Quartile	0	0	0	0	0	0	0	0	0	64650	71550	71900	73250	74650	82450	85600	90400	89150	82100	
Median	0	0	0	0	0	0	0	0	0	60300	65450	66050	67600	68000	72150	74400	77550	77250	71000	
Lower Quartile	0	0	0	0	0	0	0	0	0	54900	61750	57000	56150	58800	60600	66100	66250	69900	62500	
Lower Decile	0	0	0	0	0	0	0	0	0	50400	59400	39350	40500	50500	53250	49900	59650	62350	53150	
Mean	0	0	0	0	0	0	0	0	0	59700	68850	66350	65700	71400	76350	78100	81550	79350	74150	
Supporting Data																				
Total Number	2	0	0	0	0	0	0	3	3	45	37	40	39	46	56	68	67	152	557	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	3	0	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	46150	48200	50250	52250	54300	56350	58350	60350	64150	69400	73950	77650	80500	82600	84100	85100	86250	74050	2.2
Upper Quartile	0	45250	46750	48200	49650	51100	52500	53900	55250	57850	61400	64450	67000	69000	70500	71600	72350	73300	64900	2.2
Median	0	42650	43900	45100	46350	47500	48700	49850	50950	53050	55950	58500	60550	62250	63600	64550	65300	66200	56050	2.2
Lower Quartile	0	39400	40450	41500	42550	43550	44550	45550	46450	48250	50650	52700	54400	55700	56750	57500	58000	56700	49950	2.2
Lower Decile	0	35600	36650	37700	38700	39700	40650	41550	42450	44150	46400	48200	49650	50700	51450	51950	52250	52550	44300	2.2
Mean	0	41800	43200	44600	45950	47350	48700	50000	51300	53800	57200	60100	62450	64350	65750	66700	67400	68200	58700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	49300	51500	51800	53900	52900	55350	56500	59250	61500	69800	78800	75650	86600	87000	84600	86550	81200	74050	
Upper Quartile	0	46500	47600	48800	49650	50200	51250	53350	55400	57250	62550	65400	67300	68600	70150	70300	72150	73700	64900	
Median	0	45000	44300	44750	45400	47000	47700	49250	51850	52950	56350	58550	60800	62050	63850	64000	65250	66250	56050	
Lower Quartile	0	41650	37950	40900	42350	44150	43300	45450	47650	48400	51950	52400	53250	54600	55850	56200	57750	60150	49950	
Lower Decile	0	34250	35250	37400	37950	40700	40450	42800	43250	44150	47100	47400	48450	50450	50650	51200	52100	53650	44300	
Mean	0	43850	43450	44800	45900	47300	47600	49550	51550	52900	58050	60900	62800	65000	65450	65250	68250	67950	58700	
Supporting Data																				
Total Number	28	41	68	83	70	116	106	187	214	546	439	349	233	268	288	231	236	455	3957	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52300	54850	57450	60100	62800	68300	76500	84400	91550	97750	102800	106700	109500	113150	95600	2.2
Upper Quartile	0	0	0	0	52500	54000	55450	56950	58450	61500	66150	70700	75150	79300	83100	86500	89250	93550	76300	2.2
Median	0	0	0	0	50400	51550	52750	53950	55100	57400	60700	63800	66700	69250	71500	73350	74850	77100	64950	2.2
Lower Quartile	0	0	0	0	48300	49100	49900	50650	51450	53000	55300	57550	59650	61600	63350	64900	66150	68000	56350	2.2
Lower Decile	0	0	0	0	44450	45300	46100	46900	47650	49150	51200	53050	54650	56050	57200	58100	58850	59900	51100	2.2
Mean	0	0	0	0	49150	50700	52200	53700	55200	58200	62500	66500	70100	73300	76050	78300	80100	82650	69550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	54950	56450	59350	60650	62750	66000	75850	83550	95500	91350	110550	113150	113850	106400	95600	
Upper Quartile	0	0	0	0	52550	53500	54450	56950	58850	61900	66500	71050	74900	75600	79850	94450	91800	91450	76300	
Median	0	0	0	0	51000	51300	50600	54350	54900	57950	61150	64100	65900	67100	69150	77500	77450	75800	64950	
Lower Quartile	0	0	0	0	48200	48650	47350	51700	50300	54250	56000	57150	58200	59400	63000	67000	67650	67400	56350	
Lower Decile	0	0	0	0	43200	43400	44550	48850	47650	49900	52450	53100	53450	53200	57100	56450	62250	60200	51100	
Mean	0	0	0	0	50250	50850	51050	54450	54850	58000	63000	66500	69450	70150	76500	82350	83100	80150	69550	
Supporting Data																				
Total Number	2	3	12	22	28	55	46	57	82	282	266	231	169	186	253	225	197	347	2465	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	9	9	3	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72150	86200	99550	110550	118000	121750	122500	121400	116750	115200	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	67500	74800	81450	87250	91900	95450	97950	99600	101400	93750	2.2
Median	0	0	0	0	0	0	0	0	0	64550	67150	69900	72850	75800	78750	81500	84050	88550	77100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	60500	63300	65850	68200	70250	72050	73500	74700	76400	68550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57400	59900	62050	63950	65450	66700	67700	68450	69500	63000	2.2
Mean	0	0	0	0	0	0	0	0	0	64600	70750	76200	80800	84400	87100	89000	90200	91450	83850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71650	89000	102250	89000	109700	150450	120700	113850	117300	115200	
Upper Quartile	0	0	0	0	0	0	0	0	0	69350	76350	74750	81450	84800	112750	102650	94200	99450	93750	
Median	0	0	0	0	0	0	0	0	0	65150	66800	69000	75200	74300	75300	89800	81800	87700	77100	
Lower Quartile	0	0	0	0	0	0	0	0	0	60750	62750	65650	70900	69950	69250	77900	72900	76400	68550	
Lower Decile	0	0	0	0	0	0	0	0	0	57300	60200	63300	59700	65750	65400	70900	68400	68800	63000	
Mean	0	0	0	0	0	0	0	0	0	65350	71100	74650	77300	80000	92550	93550	86950	90600	83850	
Supporting Data																				
Total Number	2	0	0	0	0	0	1	4	2	28	34	32	20	32	52	55	56	82	400	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	4	2	3	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	50600	52800	55100	57400	59700	62050	66750	73800	80600	86850	92500	97300	101250	104350	108750	91100	2.2
Upper Quartile	0	0	0	51100	52450	53800	55150	56500	57900	60650	64800	68850	72800	76450	79800	82700	85150	88800	71950	2.2
Median	0	0	0	49000	50200	51350	52450	53600	54700	56850	59900	62650	65150	67350	69150	70700	71900	73600	62800	2.2
Lower Quartile	0	0	0	47400	48150	48850	49550	50300	51000	52450	54550	56600	58500	60300	61850	63250	64350	66050	55050	2.2
Lower Decile	0	0	0	43100	44050	44950	45850	46700	47500	49000	51000	52600	53850	54850	55500	56000	56300	56650	50450	2.2
Mean	0	0	0	47950	49300	50700	52100	53500	54850	57500	61350	64950	68150	71000	73400	75400	76950	79200	66800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	52600	54950	56450	58400	59850	62850	64100	71650	81200	95700	89000	99450	108250	113850	99800	91100	
Upper Quartile	0	0	0	49900	52550	53500	54200	56100	58900	60900	65350	70300	71950	72400	75200	89550	89600	87550	71950	
Median	0	0	0	48150	51000	51300	50450	54100	54750	57400	60200	62800	64700	65350	67550	72900	74850	72750	62800	
Lower Quartile	0	0	0	45850	48200	48650	47300	51400	50200	53850	55300	55800	57400	57500	61700	65200	65850	65750	55050	
Lower Decile	0	0	0	43500	43200	43400	44550	48650	47600	49400	52000	52500	53100	52400	55750	54400	60800	56250	50450	
Mean	0	0	0	48000	50250	50850	50850	54100	54800	57200	61850	65200	68350	68100	72400	78750	81600	76900	66800	
Supporting Data																				
Total Number	0	3	12	22	28	55	46	53	80	254	232	199	149	154	201	171	141	265	2065	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	7	0	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

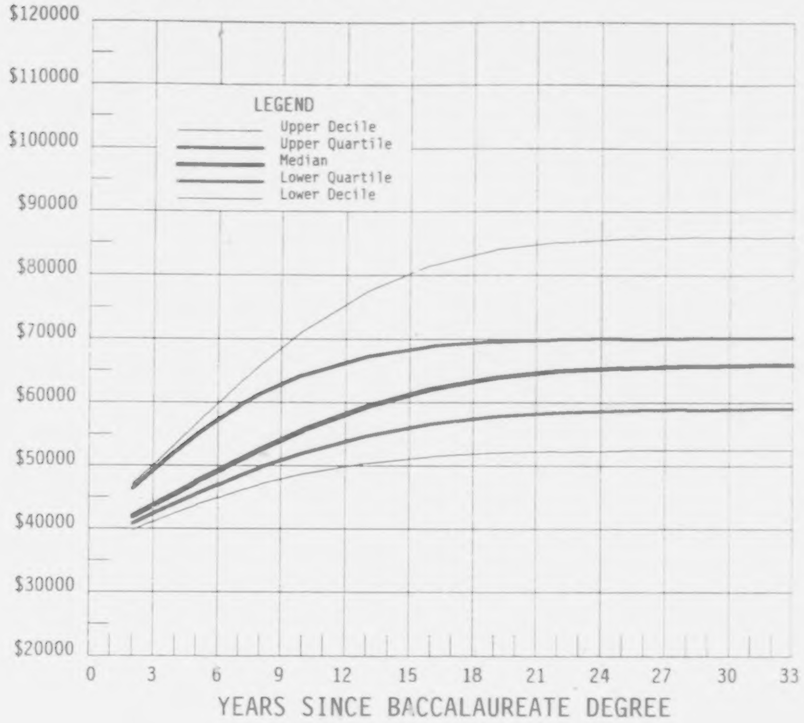
1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68050	79950	91950	103100	112550	119800	124800	127800	130250	119050	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66350	75250	83700	91200	97400	102150	105500	107600	109750	99000	2.2
Median	0	0	0	0	0	0	0	0	0	64450	69450	74300	78850	83000	86750	89950	92600	96850	85700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	60750	64850	68600	71950	74800	77150	79050	80550	82700	71200	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57600	60600	63250	65500	67350	68800	69900	70700	71850	65000	2.2
Mean	0	0	0	0	0	0	0	0	0	62800	69650	76150	82000	87000	91100	94250	96600	99650	88850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70300	74400	87600	107300	113500	115450	123500	143500	124050	119050	
Upper Quartile	0	0	0	0	0	0	0	0	0	67800	72000	82950	90650	98400	98550	107700	116250	105450	99000	
Median	0	0	0	0	0	0	0	0	0	64800	69550	75350	76050	81900	87500	91750	94900	94800	85700	
Lower Quartile	0	0	0	0	0	0	0	0	0	61300	66950	66850	67700	73200	77200	85800	82200	79600	71200	
Lower Decile	0	0	0	0	0	0	0	0	0	57000	65200	64550	59000	69150	67550	73400	73300	69650	65000	
Mean	0	0	0	0	0	0	0	0	0	63500	69650	75250	79150	86600	90300	97400	101200	96300	88850	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	3	2	21	14	13	25	31	44	41	44	57	295	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	7	5	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68900	80900	92350	102250	110050	115450	118800	120600	121750	113150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66900	75300	82850	89200	94000	97450	99700	101050	102300	96250	2.2
Median	0	0	0	0	0	0	0	0	0	64650	69300	73700	77800	81500	84750	87500	89750	93250	82500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	61000	65300	69000	72100	74500	76350	77600	78500	79500	70050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57750	60350	62650	64550	66150	67450	68450	69200	70300	64500	2.2
Mean	0	0	0	0	0	0	0	0	0	63400	69750	75500	80550	84750	88100	90600	92450	94800	85300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70300	74400	0	109850	112500	117050	112850	113850	126050	113150	
Upper Quartile	0	0	0	0	0	0	0	0	0	67800	72000	0	89850	96200	98850	97400	98850	103300	96250	
Median	0	0	0	0	0	0	0	0	0	64800	69550	0	76650	79600	87150	89100	87550	93200	82500	
Lower Quartile	0	0	0	0	0	0	0	0	0	61300	66950	0	67550	72150	76950	85100	79250	77100	70050	
Lower Decile	0	0	0	0	0	0	0	0	0	57000	65200	0	58350	68800	66750	71750	69900	69150	64500	
Mean	0	0	0	0	0	0	0	0	0	63500	69650	0	79550	84400	90300	90800	89450	95500	85300	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	3	2	21	14	10	21	26	40	32	31	52	252	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	5	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

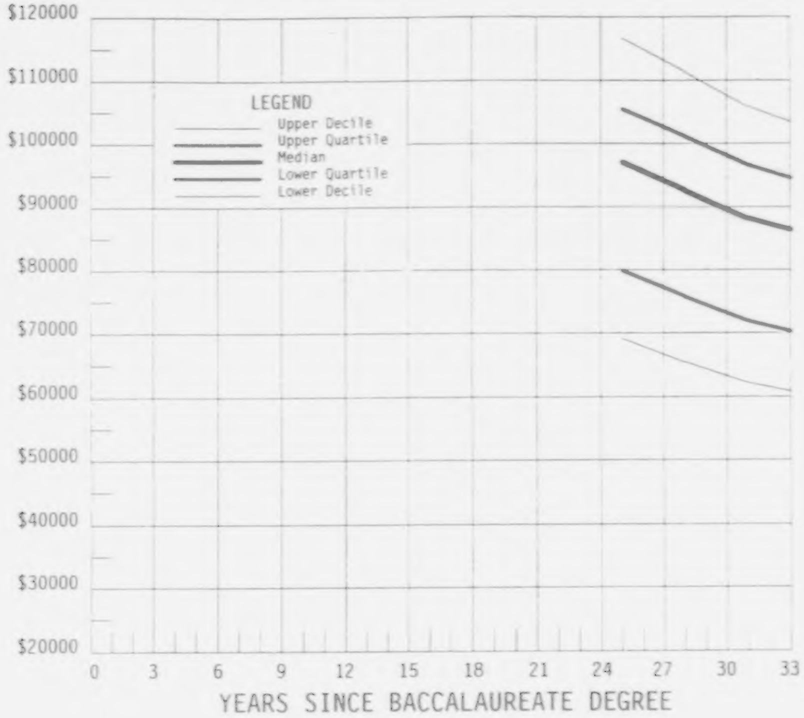
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46950	50100	53350	56600	59800	62900	65850	71250	77500	81600	83950	85150	85700	85900	85950	86000	78300	7.0
Upper Quartile	0	0	46250	49300	52200	54850	57250	59400	61300	64350	67300	68900	69650	70000	70100	70150	70150	70150	62100	8.0
Median	0	0	41950	43750	45550	47400	49150	50900	52550	55600	59350	62100	63900	64950	65500	65800	65900	65950	52250	5.8
Lower Quartile	0	0	40750	42400	44000	45500	47000	48400	49700	52000	54750	56600	57750	58400	58750	58900	58950	58950	44700	6.0
Lower Decile	0	0	39700	41150	42500	43750	44950	46050	47050	48700	50450	51500	52050	52350	52450	52500	52500	52500	38450	7.2
Mean	0	0	43350	45650	47850	50000	52100	54050	55900	59050	62650	64950	66250	66950	67250	67350	67400	67450	55400	6.8
Raw (Unsmoothed) Statistics																				
Upper Decile	40550	0	46650	78250	51200	63300	56800	52950	52650	63500	66700	68650	91800	82750	107500	117100	96500	94500	78300	
Upper Quartile	39600	0	46150	43900	48500	61900	54500	52450	51450	61000	62700	62900	79000	56000	96250	94850	77000	91900	62100	
Median	38000	0	45350	42800	40000	48000	49000	51600	48950	50950	59400	60800	68700	54950	82500	70600	70000	80000	52250	
Lower Quartile	36950	0	44500	41750	38500	45400	47000	50700	44950	46250	56300	55400	62800	53850	59000	60650	59500	67000	44700	
Lower Decile	36300	0	44050	41100	37200	44400	39200	50200	42600	40100	46000	52500	54900	53200	55100	49800	57400	57600	38450	
Mean	38500	0	44950	49900	42600	53350	48950	51850	48450	52200	58850	60000	71750	60650	79950	78950	71050	78550	55400	
Supporting Data																				
Total Number	169	7	93	19	26	186	34	97	23	60	57	36	70	120	30	40	30	60	1154	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

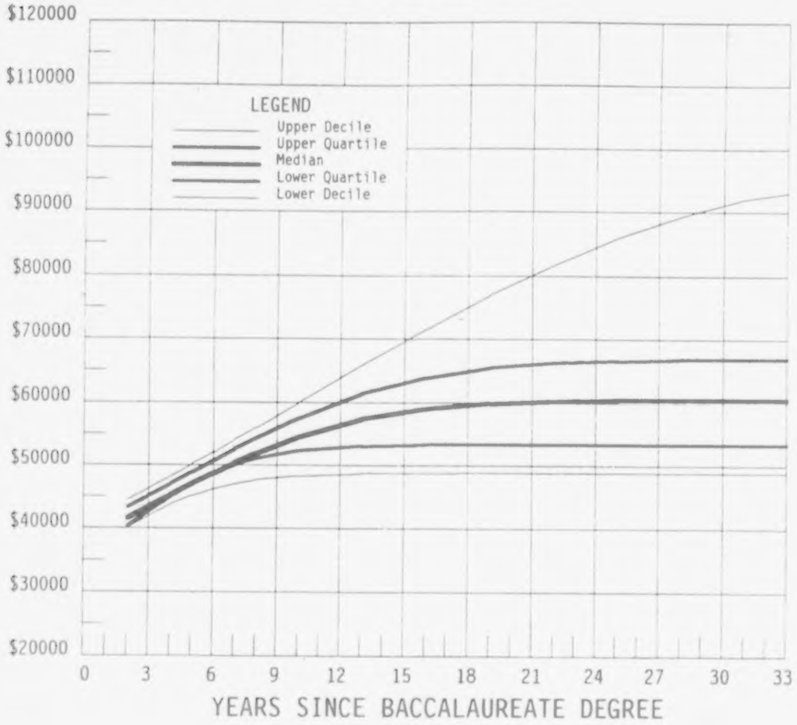
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	116700	111400	105950	96050	98350	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	105550	101200	96650	88450	81100	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	0	0	0	97050	92650	88250	80550	63300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	79900	75750	71950	65500	61300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69200	65500	62200	56800	60100	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	93500	89200	85000	77650	72350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	63750	0	0	0	0	0	0	106600	0	115000	123350	0	98000	98350	
Upper Quartile	0	0	0	0	0	63100	0	0	0	0	0	0	90800	0	100000	115250	0	95000	81100	
Median	0	0	0	0	0	62000	0	0	0	0	0	0	80800	0	95000	101850	0	90000	63300	
Lower Quartile	0	0	0	0	0	60900	0	0	0	0	0	0	67350	0	90000	68300	0	80000	61300	
Lower Decile	0	0	0	0	0	60250	0	0	0	0	0	0	62950	0	57600	61700	0	77600	60100	
Mean	0	0	0	0	0	61700	0	0	0	0	0	0	81550	0	90100	93450	0	87600	72350	
Supporting Data																				
Total Number	0	0	0	4	0	89	4	4	0	9	1	4	31	9	17	18	4	17	212	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44500	46350	48200	50150	52050	54050	56000	59950	65850	71550	76900	81650	85850	89300	92050	96000	68000	2.4
Upper Quartile	0	0	43300	45100	46950	48850	50700	52550	54300	57500	61350	63900	65450	66300	66650	66850	66900	66900	55650	6.6
Median	0	0	41600	43400	45200	47000	48700	50350	51900	54500	57350	59000	59900	60300	60450	60500	60500	60550	49700	7.6
Lower Quartile	0	0	40350	42700	45000	47050	48750	50050	51100	52350	53150	53350	53400	53400	53400	53400	53400	53400	43300	14.2
Lower Decile	0	0	40050	42000	43750	45150	46250	47050	47650	48350	48750	48800	48850	48850	48850	48850	48850	48850	37950	15.0
Mean	0	0	42000	43600	45200	46800	48400	49950	51450	54250	57850	60600	62500	63700	64350	64700	64850	64900	51550	5.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40550	0	46650	43650	51200	47750	57200	52950	52650	63400	66800	69050	74200	82300	83500	92500	97000	93350	68000	
Upper Quartile	39600	0	46150	43150	48500	46550	54900	52450	51450	54400	62750	62900	71000	55750	81250	79000	78000	90850	55650	
Median	38000	0	45350	42300	40000	45650	49250	51600	48950	49500	59500	60450	65000	54800	62000	62000	72000	70000	49700	
Lower Quartile	36950	0	44500	41500	38500	44750	40600	50700	44950	45500	56250	54850	60500	53800	55250	50750	59000	65000	43300	
Lower Decile	36300	0	44050	33900	37200	44200	39050	50200	42600	39800	45950	52200	46700	53200	53900	48500	57200	56000	37950	
Mean	38500	0	44950	41500	42600	45750	49000	51900	48450	50550	58900	59750	63800	59100	66350	66500	72600	74950	51550	
Supporting Data																				
Total Number	169	7	93	14	26	97	30	93	23	51	56	31	38	111	13	21	26	43	942	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

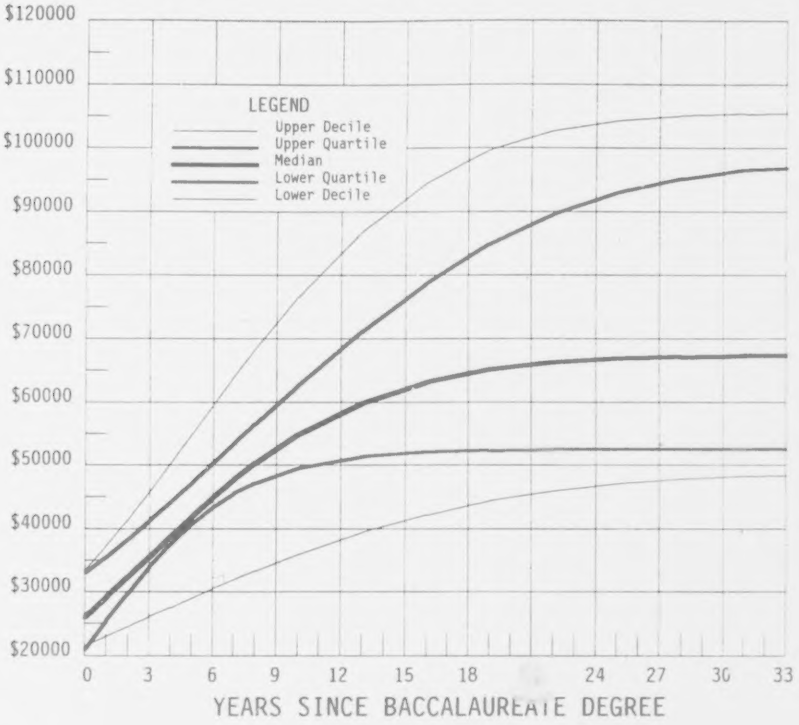
1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47200	50400	53600	56800	59950	63000	65950	71250	77550	81800	84400	85750	86400	86700	86800	86800	79200	6.6
Upper Quartile	0	0	46400	49500	52350	54950	57250	59350	61150	64050	66900	68550	69350	69750	69900	70000	70000	70000	62400	7.4
Median	0	0	41450	43300	45100	46950	48800	50550	52300	55500	59500	62400	64350	65500	66150	66450	66550	66600	52950	5.8
Lower Quartile	0	0	39700	41200	42750	44300	45850	47300	48750	51300	54350	56450	57750	58450	58750	58900	58950	59000	44400	6.4
Lower Decile	0	0	39100	40400	41700	42950	44100	45250	46250	48050	50100	51500	52300	52800	53000	53100	53150	53150	38100	6.2
Mean	0	0	43250	45500	47700	49850	51900	53800	55650	58800	62500	64950	66400	67200	67600	67750	67800	67800	55900	6.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40550	0	46100	78250	51500	63300	57200	52950	52800	63950	66700	69050	93500	82300	110000	117100	96500	94600	79200	
Upper Quartile	39600	0	44750	43900	49250	61950	53750	52450	51850	61250	62700	62900	75500	55900	97500	94850	77000	92200	62400	
Median	38000	0	40250	42800	40250	48500	48500	51600	50200	50450	59400	60450	67350	54850	90000	70600	70000	82500	52950	
Lower Quartile	36950	0	39100	41750	38400	45550	40600	50700	44200	44850	56300	54850	62500	53850	58000	60650	59500	66500	44400	
Lower Decile	36300	0	38450	41100	37000	44500	39050	50200	42300	39550	46000	52200	53900	53200	54800	49800	57400	57200	38100	
Mean	38500	0	41500	49900	43200	53700	48150	51850	48450	51750	58850	59750	71350	60000	82900	78950	71050	79250	55900	
Supporting Data																				
Total Number	169	7	13	19	21	181	30	97	18	44	57	31	56	111	26	40	30	56	1006	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44100	45950	47800	49750	51700	53650	55650	59650	65600	71350	76750	81600	85850	89400	92200	96250	68900	2.4
Upper Quartile	0	0	43000	44750	46450	48100	49800	51400	53000	56000	59900	63000	65300	66900	67850	68400	68700	68850	56000	4.8
Median	0	0	41250	42900	44500	46050	47500	48900	50250	52700	55800	58250	60050	61350	62200	62800	63100	63350	50700	4.0
Lower Quartile	0	0	39900	41400	42800	44150	45450	46650	47800	49800	52350	54250	55700	56700	57350	57800	58100	58300	40800	3.6
Lower Decile	0	0	38650	39850	41000	42150	43250	44250	45200	46900	48900	50250	51150	51650	51950	52050	52100	52150	37650	5.8
Mean	0	0	41600	43150	44650	46150	47650	49100	50500	53150	56750	59700	62050	63850	65050	65850	66300	66650	51850	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	40550	0	46100	43650	51500	47750	57600	52950	52800	64700	66800	69050	74200	81500	0	92500	97000	93500	68900	
Upper Quartile	39600	0	44750	43150	49250	46550	54500	52450	51850	53650	62750	62900	71000	55700	0	79000	78000	91250	56000	
Median	38000	0	40250	42300	40250	45650	48500	51600	50200	47450	59500	60450	65000	54700	0	62000	72000	70000	50700	
Lower Quartile	36950	0	39100	41500	38400	44750	40250	50700	44200	44100	56250	54850	60500	53750	0	50750	59000	64500	40800	
Lower Decile	36300	0	38450	33900	37000	44200	38900	50200	42300	39250	45950	52200	46700	53150	0	48500	57200	55700	37650	
Mean	38500	0	41500	41500	43200	45750	48100	51900	48450	49300	58900	59750	63800	58350	0	66500	72600	75500	51850	
Supporting Data																				
Total Number	169	7	13	14	21	97	26	93	18	35	56	31	28	103	9	21	26	38	816	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

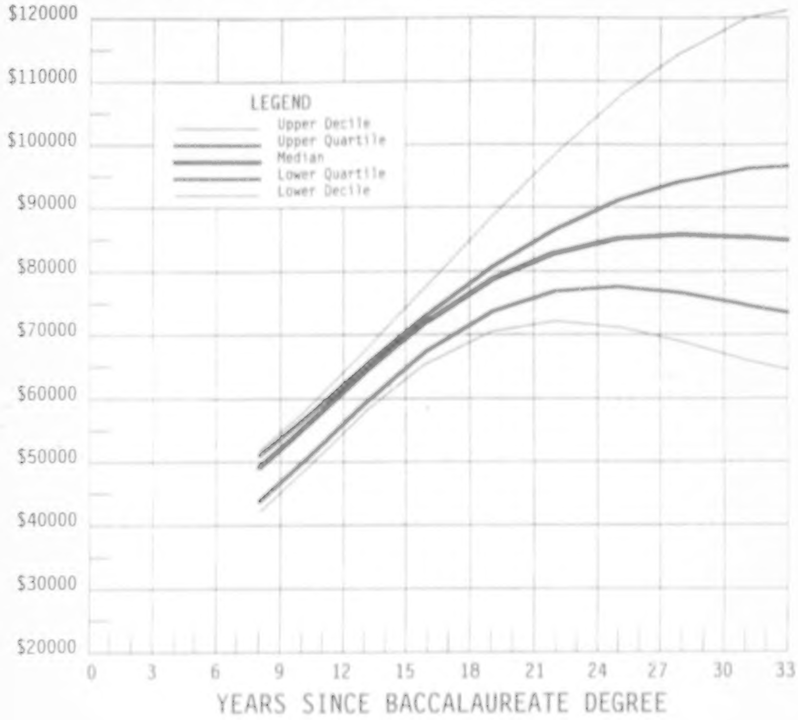
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33350	37300	41500	45850	50350	54900	59500	64000	68350	76600	86950	94600	99650	102700	104300	105100	105400	105550	92550	5.8
Upper Quartile	32900	35550	38350	41250	44200	47200	50300	53400	56500	62600	71200	78700	84850	89550	92950	95200	96550	97650	73650	3.8
Median	26000	29100	32350	35550	38800	41900	44900	47700	50300	54850	59850	63150	65150	66300	66900	67200	67300	67350	51700	5.6
Lower Quartile	20950	25350	29750	33900	37600	40800	43400	45550	47200	49550	51300	52050	52350	52450	52450	52450	52450	52450	43350	9.8
Lower Decile	21600	23050	24550	26050	27550	29000	30500	31900	33300	35950	39400	42200	44400	45950	47100	47800	48250	48650	27000	3.6
Mean	27000	30550	34200	37850	41500	45050	48450	51600	54550	59600	65150	68550	70450	71350	71800	71950	72000	72000	57750	7.0
Raw (Unsmoothed) Statistics																				
Upper Decile	31650	43700	46450	50150	51700	54700	61450	65550	63050	67800	85900	94850	93200	119100	120200	112800	135750	122600	92550	
Upper Quartile	30700	38500	44000	46750	47000	52500	57750	61450	54150	51900	78450	86700	78450	105300	106400	93050	114900	100700	73650	
Median	27150	25350	27850	31900	45950	51450	54250	56600	51950	48350	68950	78900	52550	89900	92350	75250	97100	49050	51700	
Lower Quartile	21150	24700	26900	30950	44900	50450	50600	52150	50800	40000	55450	69950	51250	78750	78550	73350	81050	29000	43350	
Lower Decile	19250	24250	26350	30400	44250	47550	47500	49000	50100	20700	53750	60200	50500	63000	67050	72200	69450	28400	27000	
Mean	26700	29750	34850	38700	46850	51650	54150	56850	54100	47300	68800	78600	65200	91800	93400	84400	99600	66400	57750	
Supporting Data																				
Total Number	236	103	139	144	157	158	42	47	130	505	301	138	315	126	107	152	66	154	3018	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	5	5	5	8	13	39	
Less Than $22000	75	0	0	0	0	0	0	0	0	75	0	1	0	0	0	0	0	0	152	

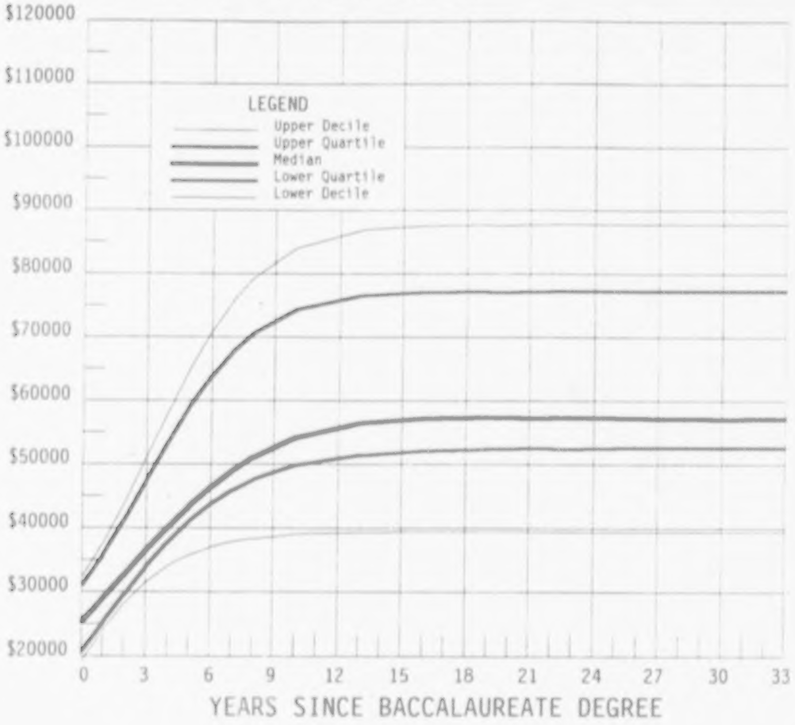
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	51700	57650	67350	77750	88350	98500	107450	114650	119850	125050	98600	3.4
Upper Quartile	0	0	0	0	0	0	0	0	50950	56500	64950	73150	80500	86550	91100	94200	96100	97700	75400	2.2
Median	0	0	0	0	0	0	0	0	49200	55150	64050	72150	78600	82900	85200	85800	85400	83150	51000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	43650	49850	59200	67500	73550	76850	77600	76600	74700	70200	46300	2.2
Lower Decile	0	0	0	0	0	0	0	0	42100	48400	57800	65600	70500	72200	71250	68850	66000	60350	40500	2.2
Mean	0	0	0	0	0	0	0	0	48950	55050	64350	73050	80300	85450	88450	89650	89650	87850	64150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46700	0	0	0	52800	49900	98000	113550	128750	124850	138000	91600	157000	165500	98600	
Upper Quartile	0	0	0	0	46250	0	0	0	52350	49050	92200	98350	106250	115250	114400	75400	130000	151250	75400	
Median	0	0	0	0	45500	0	0	0	51550	47650	83000	90000	91250	99150	97100	74250	100000	127500	51000	
Lower Quartile	0	0	0	0	44750	0	0	0	50800	39950	73000	80700	80250	83750	81550	73100	82500	98750	46300	
Lower Decile	0	0	0	0	44300	0	0	0	50300	38800	67050	72250	69700	60400	70800	72400	69600	84500	40500	
Mean	0	0	0	0	45500	0	0	0	52200	47100	82850	90550	94750	99250	100200	78750	107450	125700	64150	
Supporting Data																				
Total Number	0	0	0	0	105	1	3	2	79	198	37	21	24	26	24	88	12	12	632	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	3	3	3	3	6	21	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	32350	37650	44100	51200	58350	65100	70950	75750	79450	84100	86850	87550	87700	87750	87750	87750	87750	87750	90550	15.0
Upper Quartile	31100	35750	41400	47450	53500	59100	63900	67750	70700	74350	76500	77050	77150	77200	77200	77200	77200	77200	71850	15.0
Median	25250	28950	32700	36500	40100	43400	46400	48950	51100	54150	56450	57200	57350	57300	57250	57200	57150	57150	51850	5.4
Lower Quartile	20800	25200	29650	33900	37750	41050	43800	45950	47600	49850	51450	52100	52400	52500	52550	52550	52550	52550	31900	8.4
Lower Decile	19200	24050	28250	31550	34050	35800	37000	37850	38400	39050	39350	39450	39450	39450	39450	39450	39450	39450	26150	15.0
Mean	26700	30650	34750	38800	42750	46500	49950	53100	55900	60400	64750	67000	68000	68400	68550	68600	68650	68650	56050	8.6
Raw (Unsmoothed) Statistics																				
Upper Decile	31650	43700	46450	50150	54800	54550	60500	65700	68150	69950	83000	91700	89350	116600	117950	118350	124650	116850	90550	
Upper Quartile	30700	38500	44000	46750	52250	52500	57000	61700	62150	59800	76450	84700	74900	101000	104100	104100	112950	94500	71850	
Median	27150	25350	27850	31900	49750	51450	53900	56800	55750	48950	66250	77750	52350	88050	91500	91400	96100	29900	51850	
Lower Quartile	21150	24700	26900	30950	47150	50450	50350	51950	51050	42850	55100	68600	51150	78000	77750	78500	80900	28950	31900	
Lower Decile	19250	24250	26350	30400	43600	47700	47350	48800	48050	19650	53650	58800	50450	63500	65900	68500	69400	28400	26150	
Mean	26700	29750	34850	38700	49600	51550	53600	56900	57150	47450	66850	76500	62750	89800	91450	92300	97900	61250	56050	
Supporting Data																				
Total Number	236	103	139	144	52	157	39	45	50	308	263	118	291	99	83	64	54	142	2386	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	2	5	6	18	
Less Than $22000	75	0	0	0	0	0	0	0	0	75	0	1	0	0	0	0	0	0	152	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	33400	37600	42000	46500	51050	55550	60000	64250	68300	75550	84100	89900	93450	95450	96450	96850	97050	97100	85900	6.2
Upper Quartile	33250	35750	38350	41050	43750	46500	49250	52000	54700	59900	67000	72950	77650	81150	83650	85300	86300	87150	69900	3.6
Median	25600	29000	32350	35650	38750	41600	44250	46550	48550	51750	54850	56550	57450	57900	58150	58250	58250	58250	49950	6.4
Lower Quartile	20950	25050	29150	33000	36550	39600	42150	44300	46000	48400	50300	51200	51500	51650	51700	51700	51700	51700	38150	9.2
Lower Decile	21950	23050	24200	25350	26550	27700	28900	30050	31200	33500	36700	39600	42100	44150	45750	46950	47750	48550	26250	3.2
Mean	27000	30500	34050	37550	41000	44300	47350	50200	52750	57050	61550	64300	65800	66550	66900	67000	67050	67100	54000	6.8
Raw (Unsmoothed) Statistics																				
Upper Decile	31650	43600	46450	50000	51500	59250	61750	66100	62050	65600	89000	95100	87550	119550	117500	99700	133100	114300	85900	
Upper Quartile	30700	38200	44050	46650	46950	55750	58100	61900	52950	49750	81400	85800	72050	104550	99600	79600	110400	86800	69900	
Median	27150	25350	27850	31850	45900	51400	54200	56850	51850	48100	74250	78400	52200	88650	86800	74600	94400	29650	49950	
Lower Quartile	21150	24700	26900	30950	44900	47250	50500	51950	50750	39650	66700	69950	51100	77350	74200	73100	74700	28850	38150	
Lower Decile	19250	24250	26350	30350	44300	44350	47350	48400	50150	20500	58650	59900	50400	60250	64000	72200	66250	28350	26250	
Mean	26700	29600	34850	38550	46750	52200	54200	57000	53700	46100	74100	78100	61400	90900	88750	80100	95950	56100	54000	
Supporting Data																				
Total Number	236	102	138	141	151	46	38	34	119	469	182	96	272	85	64	119	43	125	2461	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	3	2	5	6	21	
Less Than $22000	75	0	0	0	0	0	0	0	0	75	0	1	0	0	0	0	0	0	152	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	51750	57150	65400	73300	80350	86100	90450	93400	95250	96850	92700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	50700	55950	63800	71200	77600	82650	86250	88550	89800	90550	74100	2.2
Median	0	0	0	0	0	0	0	0	49000	54700	63100	70550	76300	80000	81750	82050	81450	79100	50200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	43550	49550	58450	66200	71650	74450	74900	73800	71950	67550	46000	2.2
Lower Decile	0	0	0	0	0	0	0	0	42100	48300	57300	64700	69200	70550	69500	67050	64250	58750	40300	2.2
Mean	0	0	0	0	0	0	0	0	48650	54500	63150	71000	77250	81500	83700	84350	84000	81850	61300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46700	0	0	0	52800	49850	98450	112500	115000	125000	140000	75950	0	164400	92700	
Upper Quartile	0	0	0	0	46250	0	0	0	52350	49000	93100	96900	94500	112500	114300	75250	0	148450	74100	
Median	0	0	0	0	45500	0	0	0	51550	47600	82500	84600	88350	95000	96250	74150	0	121900	50200	
Lower Quartile	0	0	0	0	44750	0	0	0	50800	39950	73350	77000	75000	79000	78650	73050	0	96250	46000	
Lower Decile	0	0	0	0	44300	0	0	0	50300	38750	68150	71350	68400	53000	67600	72400	0	83500	40300	
Mean	0	0	0	0	45500	0	0	0	52200	46800	83450	88800	87750	95850	99050	76750	0	122800	61300	
Supporting Data																				
Total Number	0	0	0	0	105	1	3	2	79	194	33	16	14	19	18	85	8	11	589	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	1	0	5	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	32250	38550	45500	52600	59450	65600	70750	74800	77850	81600	83800	84350	84500	84500	84500	84500	84500	84500	84100	15.0
Upper Quartile	31000	36600	42450	48250	53500	58050	61700	64550	66600	69100	70500	70900	70950	71000	71000	71000	71000	71000	66650	15.0
Median	24900	28400	32050	35650	39100	42350	45200	47700	49700	52550	54450	54800	54550	54250	54000	53850	53750	53700	49850	5.0
Lower Quartile	22850	24300	25750	27200	28650	30050	31450	32800	34100	36600	39800	42450	44450	45900	46900	47550	47900	48200	30200	4.0
Lower Decile	21600	22850	24100	25350	26600	27850	29100	30300	31450	33700	36700	39200	41150	42650	43700	44400	44850	45150	24950	3.8
Mean	26650	30600	34600	38500	42150	45550	48550	51250	53550	57100	60350	61900	62600	62850	62950	62950	62950	62950	51700	9.0
Raw (Unsmoothed) Statistics																				
Upper Decile	31650	43600	46450	50000	54750	59000	60850	66300	67250	68600	84200	92550	84150	117500	111150	114000	124050	103150	84100	
Upper Quartile	30700	38200	44050	46650	52300	55600	57300	62250	61900	56050	79600	84000	67800	101550	96900	98600	108150	71750	66650	
Median	27150	25350	27850	31850	49800	51400	53750	57100	55250	48550	72900	77400	52100	87100	85000	88350	93100	29500	49850	
Lower Quartile	21150	24700	26900	30950	47250	47350	50200	51700	50700	21650	64750	68550	51050	77000	73000	74000	74500	28750	30200	
Lower Decile	19250	24250	26350	30350	44050	44300	47200	48200	47950	19450	57450	57900	50400	62400	60400	66800	66000	28300	24950	
Mean	26700	29600	34850	38550	49650	51850	53550	57100	56750	45600	72000	75950	59950	89450	84750	88250	94300	49700	51700	
Supporting Data																				
Total Number	236	102	138	141	46	45	35	32	39	275	148	80	258	66	46	35	35	114	1872	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	3	1	7	
Less Than $22000	75	0	0	0	0	0	0	0	0	75	0	1	0	0	0	0	0	0	152	

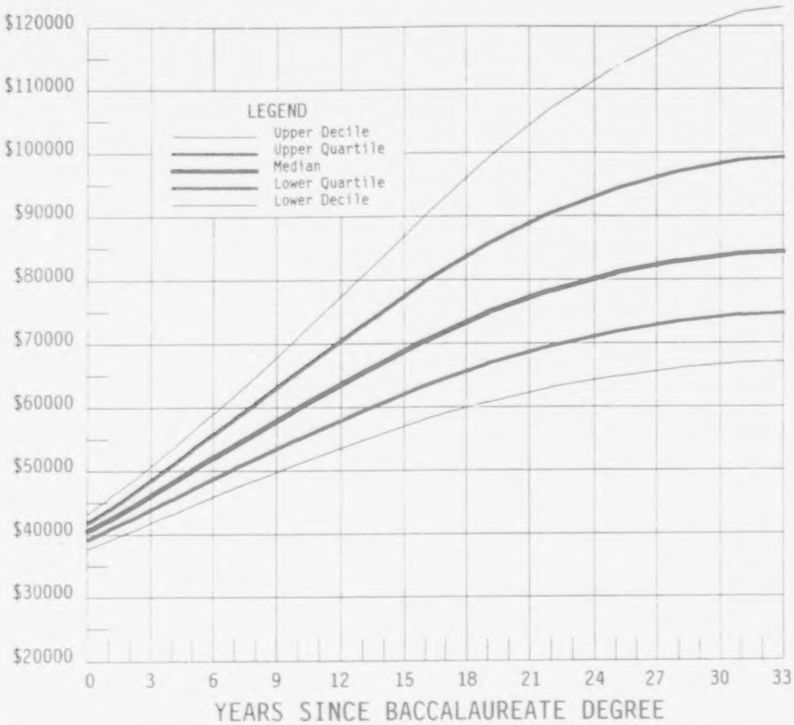
1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70950	86000	100650	113000	121500	125800	126650	125300	119850	107800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63200	74400	85200	94700	102100	107050	109750	110750	110050	86650	2.2
Median	0	0	0	0	0	0	0	0	0	58100	68000	77150	84550	89650	92400	93200	92800	90300	60650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56550	68600	78400	84000	84950	82450	78350	73950	66050	52650	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	54600	66150	74500	77800	76350	72050	66850	62050	54150	50750	2.2
Mean	0	0	0	0	0	0	0	0	0	60700	72100	82350	90100	94600	96050	95300	93400	88350	71800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52700	0	63100	0	76900	78850	93750	114700	118450	122050	124600	131650	147500	107800	
Upper Quartile	0	0	0	0	0	52250	0	60250	0	66350	63250	87500	96750	106250	111050	112500	118250	121000	86650	
Median	0	0	0	0	0	51450	0	55600	0	59800	55200	80500	84700	90850	95850	95000	105750	106250	60650	
Lower Quartile	0	0	0	0	0	50700	0	52250	0	55250	54050	69000	76150	80000	85500	85350	87500	88750	52650	
Lower Decile	0	0	0	0	0	50200	0	50550	0	50650	53400	60000	63700	68800	77600	70400	74400	77750	50750	
Mean	0	0	0	0	0	51350	0	56200	0	61450	60650	78700	88250	92450	98500	98600	105750	107550	71800	
Supporting Data																				
Total Number	0	1	1	3	6	111	3	12	10	26	116	39	37	33	32	27	17	21	494	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	3	2	4	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69600	83650	97200	108550	116500	120650	121750	120850	116350	102700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62350	72900	83050	92000	98950	103700	106450	107650	107450	83500	2.2
Median	0	0	0	0	0	0	0	0	0	57950	67600	76400	83450	88250	90750	91450	91000	88550	57250	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56650	68450	77950	83250	84050	81500	77400	73100	65350	52400	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	54800	66150	74250	77250	75650	71300	66150	61350	53600	50650	2.2
Mean	0	0	0	0	0	0	0	0	0	60250	71100	80800	88050	92200	93550	92800	91000	86250	69450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52700	0	63100	0	74800	76900	89400	103500	115250	121050	121450	124750	143000	102700	
Upper Quartile	0	0	0	0	0	52250	0	60250	0	65350	62000	85800	92700	100550	109800	109900	117600	119650	83500	
Median	0	0	0	0	0	51450	0	55600	0	59500	55150	78750	82900	88100	95000	94150	105700	105350	57250	
Lower Quartile	0	0	0	0	0	50700	0	52250	0	54000	54050	67000	75000	78200	85600	85200	86250	88350	52400	
Lower Decile	0	0	0	0	0	50200	0	50550	0	50350	53350	59300	62300	63050	76950	69400	80150	77600	50650	
Mean	0	0	0	0	0	51350	0	56200	0	60600	60050	76300	83850	89250	97300	96200	105050	106200	69450	
Supporting Data																				
Total Number	0	1	1	3	6	111	3	12	10	23	112	34	28	28	27	24	14	21	456	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

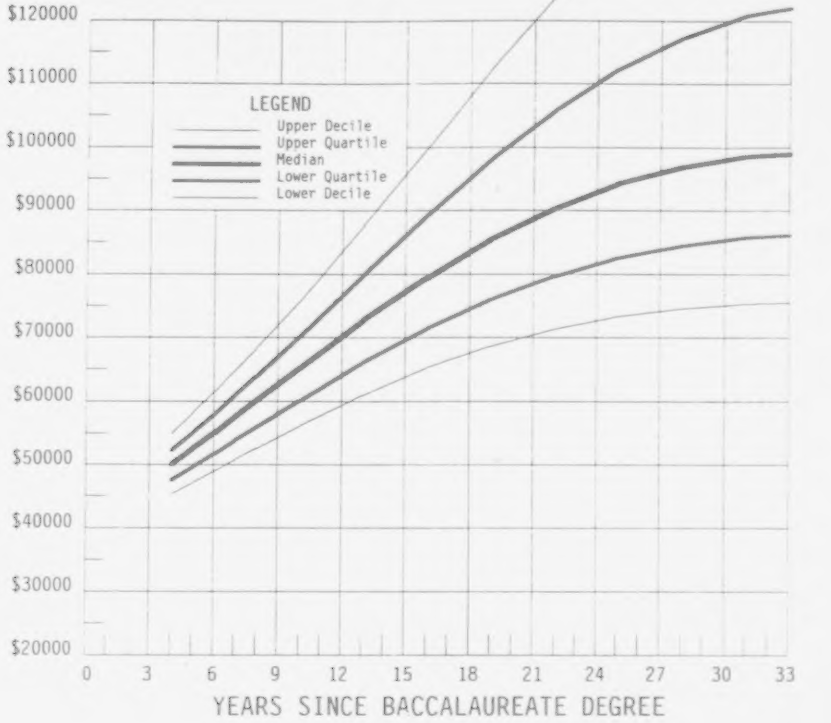
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43350	45700	48150	50750	53400	56150	59000	61900	64900	71050	80600	90050	99000	107000	113600	118700	122150	125600	95750	3.4
Upper Quartile	41700	43900	46150	48500	50850	53250	55700	58150	60650	65600	72850	79650	85600	90550	94350	97100	98850	100400	80200	3.6
Median	40450	42300	44200	46150	48100	50050	52050	54000	55950	59850	65400	70450	74800	78300	81000	82900	84100	85200	67300	3.6
Lower Quartile	39150	40750	42300	43900	45500	47150	48750	50350	51900	55000	59400	63400	66800	69600	71800	73400	74450	75450	54800	3.4
Lower Decile	37700	39050	40450	41800	43200	44550	45900	47250	48600	51150	54800	58050	60800	63050	64800	66050	66900	67700	46550	3.4
Mean	40400	42250	44200	46150	48200	50250	52300	54400	56500	60700	66850	72650	77850	82250	85750	88350	90050	91750	70350	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46400	48400	49750	52050	55350	58600	61650	64550	71600	81850	90550	97750	110200	113400	117750	120400	122500	95750	
Upper Quartile	0	45050	46450	47650	49650	52400	54850	57000	60300	66550	73950	80500	85400	90450	94550	95400	98800	98950	80200	
Median	0	43200	44800	45600	46950	49350	51200	52700	54900	60900	66400	71100	74400	73150	81000	82350	83650	84100	67300	
Lower Quartile	0	41650	42750	43750	44800	46850	48300	49250	50550	55100	60350	64350	66550	68800	73050	73200	74100	73750	54800	
Lower Decile	0	39700	41200	41850	42500	44200	45900	46200	47400	50750	56100	58050	61200	62150	65600	65950	66850	66300	46550	
Mean	0	43000	44700	45750	47200	49700	51600	53300	55600	61250	67750	73200	77850	82400	85850	87650	89650	90200	70350	
Supporting Data																				
Total Number	76	164	261	412	475	450	377	299	366	1191	1728	1001	1104	916	884	845	668	685	11902	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	18	27	34	55	47	58	241	
Less Than $22000	0	1	0	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0	6	

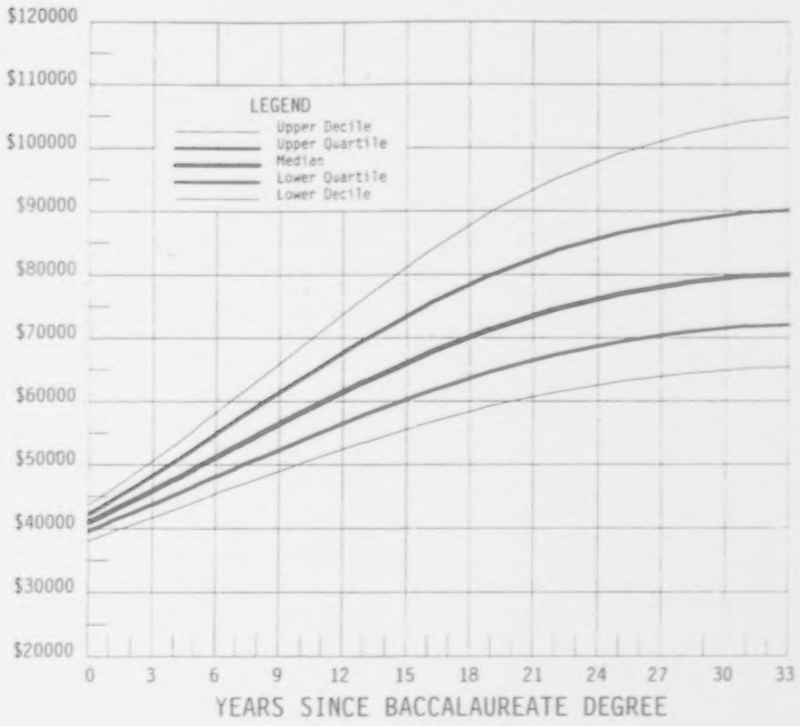
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	55000	58150	61400	64800	68300	75700	87550	99900	112250	123900	134200	142550	148700	155450	119050	3.2
Upper Quartile	0	0	0	0	52200	55000	57850	60850	63900	70150	79750	89250	98050	105800	112250	117250	120900	125550	95750	2.2
Median	0	0	0	0	50000	52500	55000	57550	60100	65200	72650	79450	85450	90350	94150	96850	98550	100100	80800	3.6
Lower Quartile	0	0	0	0	47550	49600	51700	53800	55900	60050	66050	71400	76000	79700	82500	84450	85800	87200	67850	2.2
Lower Decile	0	0	0	0	45350	47150	49000	50800	52600	56100	60950	65250	68700	71400	73350	74600	75400	76100	59050	2.2
Mean	0	0	0	0	50000	52550	55100	57750	60400	65750	73800	81550	88600	94700	99600	103250	105700	108100	85400	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	51700	55050	62000	59750	67600	76950	87850	99450	117800	122800	125650	146350	148100	156650	119050	
Upper Quartile	0	0	0	0	49650	52450	58700	57600	63050	70750	80150	90700	97800	106250	109400	116650	120000	129100	95750	
Median	0	0	0	0	48150	50000	55250	54850	58950	65750	72600	81400	86750	89600	93350	94650	100600	98700	80800	
Lower Quartile	0	0	0	0	46400	47750	51600	52500	55000	61200	66350	72650	73850	79300	81200	85100	87000	88100	67850	
Lower Decile	0	0	0	0	44800	45550	48750	49600	52000	56900	61950	65350	67000	69250	73600	75050	77100	76500	59050	
Mean	0	0	0	0	47950	50900	55350	54950	59400	66600	73800	82500	89500	94400	97850	102550	106000	108800	85400	
Supporting Data																				
Total Number	0	3	7	13	36	36	45	36	67	319	525	302	335	300	306	275	199	169	2973	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	18	24	31	48	37	46	205	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43700	45950	48300	50650	53150	55650	58200	60800	63400	68650	76350	83550	89850	95100	99200	102150	104250	106650	86700	2.2
Upper Quartile	42150	44150	46200	48350	50500	52650	54850	57050	59250	63550	69750	75300	80000	83750	86550	88500	89800	91200	75400	2.2
Median	40900	42550	44250	45950	47700	49450	51200	52950	54700	58200	63100	67600	71450	74600	77000	78700	79800	80750	63850	3.6
Lower Quartile	39600	41000	42400	43800	45250	46700	48150	49550	51000	53800	57850	61500	64700	67350	69400	70900	71900	72850	51600	3.4
Lower Decile	38050	39300	40500	41750	42950	44200	45450	46650	47850	50250	53600	56650	59300	61450	63150	64400	65200	66000	45400	3.4
Mean	40750	42500	44250	46050	47900	49750	51600	53400	55250	58900	64150	68950	73150	76700	79450	81450	82800	84050	65350	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46300	48300	49650	52100	55400	57800	61850	63700	69250	77800	83150	88000	96150	97900	98550	104050	110850	86700	
Upper Quartile	0	44950	46400	47500	49650	52400	54200	56850	59400	64550	70450	75450	79050	82850	86500	87600	89500	92750	75400	
Median	0	43150	44800	45550	46800	49300	50700	52250	53[illegible]	58800	64050	67900	71650	74400	77400	77800	79200	79950	63850	
Lower Quartile	0	41650	42700	43700	44700	46700	48100	48900	50000	53600	58650	62150	64950	66500	70000	70300	71850	72100	51600	
Lower Decile	0	39600	41200	41800	42350	44100	45500	45900	47100	49900	54550	56800	59750	60250	63700	64450	65500	64900	45400	
Mean	0	42950	44650	45650	47150	49600	51100	53100	54750	59250	65050	69150	72800	76500	79500	80450	82700	84150	65350	
Supporting Data																				
Total Number	76	161	254	399	439	414	332	263	299	872	1203	699	769	616	578	570	469	516	8929	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	3	3	7	10	12	36	
Less Than $22000	0	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43250	45600	48050	50600	53250	56050	58900	61800	64850	71100	80750	90400	99400	107300	113750	118500	121600	124450	92250	3.6
Upper Quartile	41600	43800	46050	48350	50700	53150	55550	58050	60550	65500	72750	79400	85200	89950	93450	95900	97450	98650	77700	3.8
Median	40400	42250	44150	46050	48000	49950	51900	53900	55850	59650	65100	70000	74150	77400	79850	81500	82500	83350	65000	3.8
Lower Quartile	39150	40750	42300	43900	45500	47100	48700	50250	51800	54850	59150	62950	66150	68750	70700	72050	72900	73700	51900	3.6
Lower Decile	37700	39050	40450	41800	43150	44550	45900	47200	48500	51050	54550	57650	60250	62300	63800	64900	65550	66150	45450	3.6
Mean	40350	42200	44100	46100	48100	50100	52200	54250	56350	60550	66650	72350	77400	81600	84800	87150	88650	89950	67700	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46350	48450	49700	51950	55150	58500	61450	64800	71750	82300	91700	97550	110900	110500	116450	120800	123000	92250	
Upper Quartile	0	45000	46450	47650	49500	52350	54750	56650	59400	66400	74350	81150	84850	90150	92250	94000	97700	95550	77700	
Median	0	43150	44850	45600	46800	49400	51150	52400	54200	60200	66700	71150	73950	78400	79650	79450	81800	80600	65000	
Lower Quartile	0	41650	42750	43750	44750	47000	48250	48750	50050	54750	60300	64200	66200	68500	71800	70700	72250	71400	51900	
Lower Decile	0	39650	41200	41850	42500	44250	45450	45700	47250	50750	56100	57550	60500	61300	64600	64400	65500	64400	45450	
Mean	0	42950	44700	45700	47100	49650	51500	52950	55100	61000	67950	73250	77450	82550	83900	85600	88300	87700	67700	
Supporting Data																				
Total Number	76	163	256	402	447	405	315	219	274	860	1402	681	783	592	576	481	392	406	8730	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	13	22	17	32	30	37	151	
Less Than $22000	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	54700	57850	61100	64500	68050	75500	87500	100050	112550	124200	134250	142200	147850	153450	115850	3.4
Upper Quartile	0	0	0	0	52150	54950	57800	60750	63750	69950	79450	88800	97500	105150	111450	116350	119950	124550	93100	2.2
Median	0	0	0	0	49650	52150	54700	57250	59850	65050	72600	79450	85250	89800	93100	95300	96600	97650	78350	2.2
Lower Quartile	0	0	0	0	47400	49550	51700	53800	55950	60150	66050	71200	75400	78600	80850	82250	83000	83500	66500	2.2
Lower Decile	0	0	0	0	45350	47200	49050	50850	52650	56150	60950	65050	68300	70750	72350	73400	73900	74200	57450	2.2
Mean	0	0	0	0	49850	52350	54950	57600	60250	65700	73800	81450	88250	93950	98450	101700	103950	106500	83000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	51200	55050	62300	59850	68300	76350	88300	99550	117450	123400	122950	145000	149600	158100	115850	
Upper Quartile	0	0	0	0	49400	52450	58900	57650	63600	70500	80300	90550	97200	104000	107350	113650	120300	132700	93100	
Median	0	0	0	0	48000	50000	55550	54750	59300	65500	72450	81200	86400	88600	91600	93200	98600	98850	78350	
Lower Quartile	0	0	0	0	46250	47750	52250	52100	55250	61000	66350	72250	73500	78600	80400	81250	84600	84450	66500	
Lower Decile	0	0	0	0	44700	45550	49300	49300	52550	56700	62050	65000	67250	67500	73050	72550	76450	75600	57450	
Mean	0	0	0	0	47750	50900	55700	54900	59750	66400	73900	82250	89050	93450	96000	100100	105150	109150	83000	
Supporting Data																				
Total Number	0	3	7	13	34	36	41	33	57	263	468	234	254	217	212	174	127	115	2288	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	13	19	17	29	25	34	137	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43200	45550	47950	50450	53000	55600	58200	60850	63550	68800	76350	83050	88550	92750	95600	97400	98350	98850	82300	2.2
Upper Quartile	42050	44050	46100	48200	50300	52450	54600	56750	58850	63050	68950	74150	78450	81800	84200	85800	86700	87400	72000	4.0
Median	41000	42600	44200	45850	47550	49250	50950	52650	54350	57700	62450	66700	70350	73250	75400	76850	77750	78450	60100	3.8
Lower Quartile	39600	41000	42400	43800	45200	46650	48050	49450	50850	53550	57350	60750	63650	66000	67750	68950	69750	70450	49200	3.6
Lower Decile	38050	39250	40500	41700	42950	44150	45350	46550	47700	49950	53100	55900	58250	60150	61650	62700	63400	64050	44500	3.4
Mean	40650	42400	44150	45950	47800	49600	51400	53250	55050	58600	63600	68100	71950	75050	77400	79050	80100	81050	62250	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	45950	46250	48300	49650	52000	55150	57450	61700	63150	69100	78050	82850	86150	96250	93400	96050	99350	99050	82300	
Upper Quartile	43750	44900	46400	47450	49550	52350	53850	56250	57900	63450	70600	75000	78250	82550	83550	83200	86800	85350	72000	
Median	42100	43100	44800	45500	46700	49350	50650	51850	52650	57700	63750	67500	70700	74200	75700	75250	76300	76200	60100	
Lower Quartile	40000	41650	42700	43650	44650	46850	47950	48300	49300	53250	58450	61300	64300	66000	68000	67900	69300	68700	49200	
Lower Decile	38100	39600	41150	41800	42350	44150	45100	45300	46900	49550	54300	56050	58500	59250	62000	62050	64300	62550	44500	
Mean	41900	42900	44650	45600	47050	49550	50850	52600	53900	58600	65000	68550	71850	76250	76850	77350	80200	79200	62250	
Supporting Data																				
Total Number	76	160	249	389	413	369	274	186	217	597	934	447	529	375	364	307	265	291	6442	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	5	3	14	
Less Than $22000	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	53100	55800	58550	61400	64300	70300	79650	89050	98150	106400	113500	119100	123150	127550	103750	3.2
Upper Quartile	0	0	0	0	50450	52750	55150	57550	59950	64850	72200	79300	85800	91550	96250	99900	102450	105150	87400	3.2
Median	0	0	0	0	47800	49700	51600	53500	55400	59200	64800	70100	74950	79150	82700	85400	87400	89700	73550	3.0
Lower Quartile	0	0	0	0	45100	46650	48200	49750	51300	54400	58850	63050	66850	70100	72800	74950	76450	78200	61950	3.0
Lower Decile	0	0	0	0	42750	44100	45500	46800	48150	50800	54600	58100	61250	64000	66250	68100	69450	71100	52250	2.8
Mean	0	0	0	0	47800	49800	51850	53900	55950	60100	66250	72200	77700	82600	86700	89950	92300	95050	76650	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	52750	53900	55200	60150	62550	71000	80850	89850	98150	108900	116650	119050	118950	121500	103750	
Upper Quartile	0	0	0	0	51500	50750	53200	55450	58850	64850	73150	81050	87600	91050	96450	97900	101700	104450	87400	
Median	0	0	0	0	49250	48000	49700	52450	54000	59500	65350	71400	75700	77350	84100	86000	86700	87800	73550	
Lower Quartile	0	0	0	0	46000	45350	48150	50150	50900	52800	59450	64500	67300	68850	75100	75550	75650	75450	61950	
Lower Decile	0	0	0	0	42350	43300	47250	47500	47350	49350	55100	58200	62400	62900	68600	68700	68300	68950	52250	
Mean	0	0	0	0	48550	48300	50550	53150	54650	59800	66650	73300	79050	81650	88750	90050	90900	92150	76650	
Supporting Data																				
Total Number	0	1	5	10	28	38	49	68	66	211	248	247	262	272	227	270	189	159	2350	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	4	12	17	9	11	58	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	78100	89400	100800	111900	122250	131300	138800	144600	151950	122150	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	71600	80800	89700	97950	105200	111250	116050	119500	123450	101850	3.0
Median	0	0	0	0	0	0	0	0	0	67100	74450	81150	86850	91550	95250	98000	99900	101950	88150	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	60400	66250	71700	76550	80700	84100	86750	88750	91400	73400	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	56100	60850	65150	68900	72000	74500	76350	77700	79500	64250	2.2
Mean	0	0	0	0	0	0	0	0	0	66900	74800	82200	88950	94800	99600	103400	106150	109550	91150	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	80100	84950	98600	116750	121200	135500	145400	133550	148350	122150	
Upper Quartile	0	0	0	0	0	0	0	0	0	70800	79250	91550	97900	108350	110650	117550	116500	120000	101850	
Median	0	0	0	0	0	0	0	0	0	66200	72850	82800	87500	95000	94400	96250	100000	100000	88150	
Lower Quartile	0	0	0	0	0	0	0	0	0	61550	65550	73300	75000	80000	82750	87600	90600	91250	73400	
Lower Decile	0	0	0	0	0	0	0	0	0	57500	61200	66050	65900	71450	74250	79600	75750	80500	64250	
Mean	0	0	0	0	0	0	0	0	0	66950	72700	83200	89700	95950	99750	104850	104000	106850	91150	
Supporting Data																				
Total Number	0	0	0	0	2	0	3	3	9	49	51	61	73	72	79	77	58	32	569	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	4	4	10	13	7	6	45	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52950	55350	57800	60300	62800	68000	75900	83650	91050	97750	103500	108100	111550	115550	94050	3.0
Upper Quartile	0	0	0	0	50250	52350	54450	56600	58700	63000	69250	75150	80500	85150	89000	92050	94200	96700	80800	3.0
Median	0	0	0	0	47450	49250	51000	52750	54500	58000	63000	67700	71900	75500	78450	80750	82400	84250	70100	3.0
Lower Quartile	0	0	0	0	44950	46350	47800	49200	50650	53500	57650	61550	65100	68200	70750	72800	74250	75900	59200	3.0
Lower Decile	0	0	0	0	42700	44000	45250	46500	47750	50200	53750	57000	59900	62450	64600	66250	67550	69100	50800	2.8
Mean	0	0	0	0	47650	49450	51250	53100	54900	58600	64000	69200	73900	78100	81600	84350	86350	88650	72000	3.[illegible]
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	52800	53900	55300	60400	62650	67150	77900	85150	91700	95850	103650	106800	110400	117300	94050	
Upper Quartile	0	0	0	0	51300	50750	53400	55300	58550	62450	70450	77050	81250	82800	90350	90400	93550	98250	80800	
Median	0	0	0	0	48900	48000	49750	52250	53450	57200	64050	68750	73650	74150	79050	79600	81700	84400	70100	
Lower Quartile	0	0	0	0	45500	45350	48150	50050	50600	51700	58300	62500	66150	66750	72700	73150	73450	74300	59200	
Lower Decile	0	0	0	0	42200	43300	47200	47400	46800	48700	54250	57300	61450	60900	66150	66650	66600	68300	50800	
Mean	0	0	0	0	48300	48300	50600	53050	54350	57650	65100	70050	74950	76550	82850	84150	85100	88500	72000	
Supporting Data																				
Total Number	0	1	5	10	26	38	46	65	57	162	197	186	189	200	148	193	131	127	1781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	2	5	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	

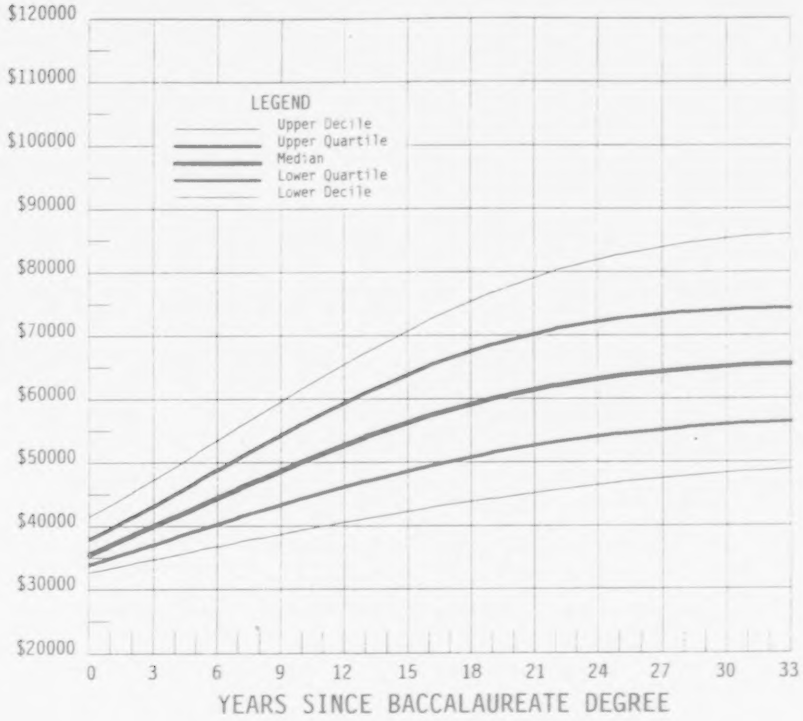
1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58900	61450	64150	70050	79750	89800	99350	107500	113800	118050	120500	122300	108500	4.2
Upper Quartile	0	0	0	0	0	0	58150	60200	62300	66550	72800	78750	84350	89300	93600	97150	100000	[illegible]	89450	2.2
Median	0	0	0	0	0	0	56400	58150	59850	63250	68100	72650	76700	80250	83200	85600	87500	90250	75750	2.2
Lower Quartile	0	0	0	0	0	0	54100	55650	57200	60150	64300	68000	71150	73750	75800	77400	78550	80050	65900	2.2
Lower Decile	0	0	0	0	0	0	52100	53500	54900	57550	61150	64350	67000	69150	70800	72000	72850	74000	61350	2.2
Mean	0	0	0	0	0	0	56200	58150	60100	64000	69650	75050	79900	84200	87850	90850	93150	96550	80900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	62950	63850	67400	71400	76800	80900	97750	110000	119850	118450	123550	122900	108500	
Upper Quartile	0	0	0	0	0	0	61400	62400	63900	67900	70000	75400	83050	91650	99900	95500	98750	104150	89450	
Median	0	0	0	0	0	0	58800	60000	62250	65400	65850	70150	74200	79350	85600	86450	84850	92050	75750	
Lower Quartile	0	0	0	0	0	0	56200	58000	60600	62200	62800	65250	67550	72800	76750	78500	78950	80500	65900	
Lower Decile	0	0	0	0	0	0	54300	56800	58600	59400	60200	61950	64350	65850	70100	73050	74950	74400	61350	
Mean	0	0	0	0	0	0	58750	60650	62900	65450	66950	72100	78450	84000	91700	91150	93000	96200	80900	
Supporting Data																				
Total Number	0	0	0	0	0	7	13	12	26	120	78	73	59	52	81	94	87	120	822	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	5	6	8	10	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	60050	62300	64600	69400	76850	84200	91150	97200	102100	105700	108050	110200	97400	3.6
Upper Quartile	0	0	0	0	0	0	58250	60150	62050	65850	71400	76650	81450	85800	89500	92600	95050	98750	84200	2.2
Median	0	0	0	0	0	0	56700	58300	59850	62900	67250	71300	74950	78150	80800	83000	84750	87350	73400	2.2
Lower Quartile	0	0	0	0	0	0	54250	55700	57200	60000	63900	67350	70250	72650	74500	75950	77000	78350	65050	2.2
Lower Decile	0	0	0	0	0	0	52250	53600	54900	57450	60900	63900	66450	68450	70000	71150	71950	73000	60950	2.2
Mean	0	0	0	0	0	0	56550	58250	60000	63350	68250	72800	76900	80500	83550	86050	88000	90950	76950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	63050	63850	67500	70750	74550	78950	89750	96500	111000	96250	107100	118100	97400	
Upper Quartile	0	0	0	0	0	0	61600	62400	63950	67550	67850	74300	80900	85950	96550	89450	92350	100600	84200	
Median	0	0	0	0	0	0	59000	60000	62250	65150	65450	69000	72750	75800	82000	83100	82900	90000	73400	
Lower Quartile	0	0	0	0	0	0	56000	58000	60600	61950	62450	64800	66800	70500	75700	76550	78050	78900	65050	
Lower Decile	0	0	0	0	0	0	54200	56800	58500	59150	60050	61650	64050	65200	68600	72000	73850	73900	60950	
Mean	0	0	0	0	0	0	58800	60650	62950	65000	66150	70850	74950	78900	86600	83700	87450	93100	76950	
Supporting Data																				
Total Number	0	0	0	0	0	7	12	12	25	113	72	66	51	41	66	70	73	98	706	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	3	4	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

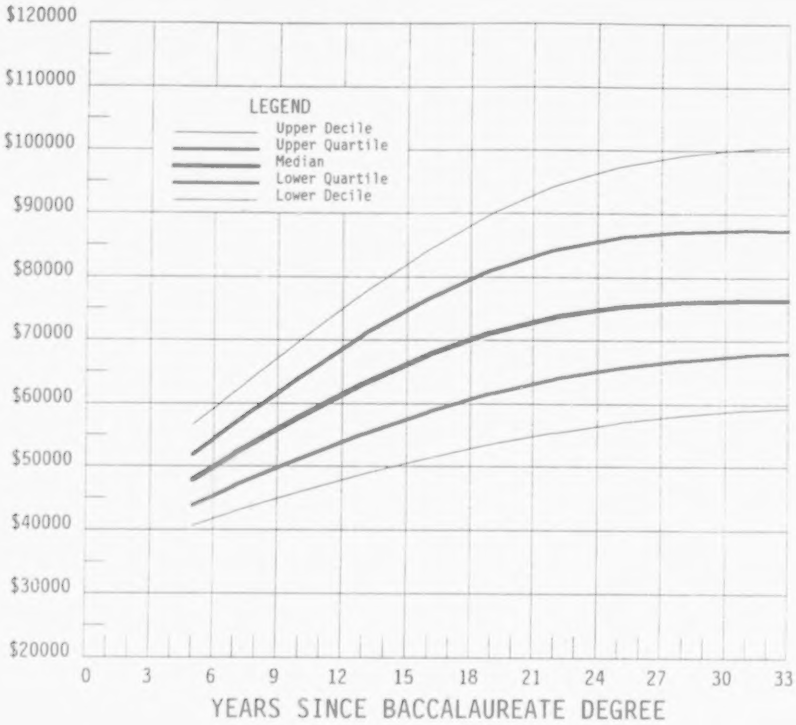
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41450	43350	45350	47350	49350	51400	53500	55550	57600	61650	67350	72450	76800	80200	82750	84550	85700	86950	73800	2.2
Upper Quartile	37800	39550	41400	43200	45100	46950	48850	50700	52550	56100	61000	65250	68600	71050	72700	73750	74250	74500	63850	2.2
Median	35550	37000	38500	40000	41500	42950	44450	45900	47350	50150	54000	57300	60000	62100	63650	64650	65350	66000	53700	2.2
Lower Quartile	33800	34900	36000	37050	38150	39250	40300	41350	42400	44350	47100	49450	51500	53150	54450	55400	56150	57050	45050	2.2
Lower Decile	32650	33350	34050	34750	35400	36100	36800	37450	38100	39400	41200	42850	44350	45700	46850	47800	48600	49850	38800	2.2
Mean	36250	37700	39150	40600	42050	43500	44950	46400	47800	50550	54350	57700	60500	62750	64450	65700	66550	67550	55600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41300	44400	45600	46050	47750	51950	53600	56150	58550	62600	68800	71250	75100	75550	79700	84050	88500	90100	73800	
Upper Quartile	36950	39050	40950	42750	43800	47500	48300	51650	53600	57350	61800	63850	66700	67550	70450	73450	75700	77350	63850	
Median	35150	35850	37800	39800	40800	42850	43800	46500	48500	51400	54600	55850	57400	60000	63050	64950	66500	67600	53700	
Lower Quartile	33600	33800	35200	36650	37450	38700	39850	41750	43650	45450	47550	48500	49350	51400	54050	55050	57200	58500	45050	
Lower Decile	31700	32050	32950	34450	35050	35600	36750	38100	39450	40400	41250	42150	42550	43200	46750	48450	50250	50700	38800	
Mean	36550	36950	38650	40000	41200	43450	44700	46850	48800	51600	55000	56700	58650	60250	63150	65450	68200	69350	55600	
Supporting Data																				
Total Number	194	176	245	318	383	508	525	723	864	2445	1981	1500	1105	1075	1018	871	838	1437	16206	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	5	6	13	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

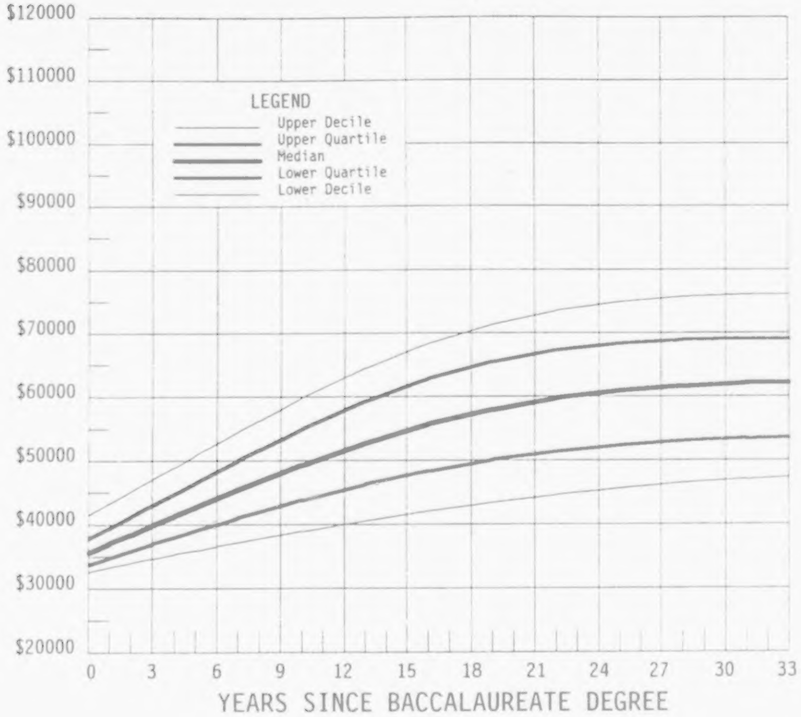
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56550	59200	61850	64550	69900	77500	84350	89950	94300	97300	99200	100250	100950	91200	2.2
Upper Quartile	0	0	0	0	0	51900	54350	56800	59250	64100	70850	76600	81150	84300	86250	87200	87500	87050	79500	2.2
Median	0	0	0	0	0	47900	49900	51950	53950	57850	63200	67750	71250	73700	75250	76050	76350	76150	69250	2.2
Lower Quartile	0	0	0	0	0	43850	45350	46850	48350	51200	55200	58700	61650	63950	65650	66900	67750	68650	58850	2.2
Lower Decile	0	0	0	0	0	40700	41800	42850	43900	45950	48800	51350	53600	55450	57000	58200	59100	60400	49800	2.2
Mean	0	0	0	0	0	48550	50550	52550	54500	58300	63600	68200	71900	74650	76550	77750	78350	78750	70400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	60500	63850	67200	66250	72300	78650	83300	88750	89400	89050	95800	105200	105450	91200	
Upper Quartile	0	0	0	0	0	54400	58600	62000	60100	66350	72500	74650	79300	80600	81800	84150	89850	90700	79500	
Median	0	0	0	0	0	49450	51500	57150	54050	60400	64050	66350	70100	69650	71650	76350	78000	78250	69250	
Lower Quartile	0	0	0	0	0	44750	45050	50500	48050	53950	56850	56150	60150	61050	63400	67650	68500	70450	58850	
Lower Decile	0	0	0	0	0	41750	41800	46100	44450	48800	50350	48500	50800	54700	55650	57500	60900	61750	49800	
Mean	0	0	0	0	0	50000	53250	57050	54900	60750	64750	66650	70050	71700	72600	76350	80850	81200	70400	
Supporting Data																				
Total Number	9	5	2	21	19	35	31	34	63	254	321	271	252	245	221	245	256	425	2709	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	5	5	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41500	43350	45200	47100	48950	50850	52700	54550	56350	59850	64500	68400	71400	73550	74900	75700	76050	76050	67900	2.2
Upper Quartile	37700	39450	41200	43000	44750	46500	48300	50000	51700	54950	59250	62800	65500	67300	68400	68900	69050	68750	60450	2.2
Median	35600	37000	38400	39850	41250	42650	44050	45400	46750	49300	52750	55650	57950	59650	60850	61600	62050	62400	51700	2.2
Lower Quartile	33700	34800	35850	36900	37950	39000	40000	41000	41950	43800	46250	48350	50050	51350	52350	53050	53500	54050	43600	2.2
Lower Decile	32700	33350	34000	34650	35300	35900	36550	37150	37750	38900	40550	42050	43400	44550	45600	46450	47100	48200	38100	2.2
Mean	36300	37700	39050	40400	41800	43150	44450	45750	47050	49450	52750	55500	57750	59400	60600	61400	61850	62350	52600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40250	44550	45600	46150	46700	51100	52500	55350	57800	60900	65250	67150	69250	70100	74000	74500	76400	79400	67900	
Upper Quartile	36900	38950	40850	42650	43550	46800	47700	51050	53000	56050	59600	61750	62700	64550	67650	68250	69850	71450	60450	
Median	35150	35800	37800	39500	40550	42500	43500	46150	48200	50550	53100	54400	54850	56850	61200	61500	63400	64350	51700	
Lower Quartile	33750	33700	35200	36450	37350	38450	39650	41550	43300	44800	46350	47450	48000	49550	52450	53050	54100	55450	43600	
Lower Decile	32100	32000	32950	34350	34950	35400	36550	38000	39200	39850	40450	41350	41550	41700	45600	47150	48450	49550	38100	
Mean	35900	36900	38650	39850	40900	43000	44150	46350	48350	50500	53100	54500	55250	56850	60550	61200	62600	64350	52600	
Supporting Data																				
Total Number	185	171	243	297	364	473	494	689	801	2191	1660	1229	853	830	797	626	582	1012	13497	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41000	42850	44800	46750	48700	50700	52650	54650	56600	60450	65850	70650	74600	77700	80000	81550	82550	83500	70900	2.2
Upper Quartile	37550	39250	41000	42750	44500	46250	48000	49750	51450	54800	59400	63300	66450	68800	70400	71400	72000	72350	61250	2.2
Median	35600	36950	38300	39650	41050	42400	43750	45050	46350	48900	52350	55350	57850	59850	61350	62400	63100	63950	51450	2.2
Lower Quartile	33800	34800	35800	36800	37750	38750	39700	40600	41550	43300	45700	47850	49650	51150	52350	53300	54000	54950	43200	2.2
Lower Decile	32650	33250	33850	34450	35050	35650	36250	36800	37400	38500	40100	41550	42900	44150	45200	46100	46850	48050	37750	2.2
Mean	36150	37500	38850	40200	41550	42900	44250	45600	46900	49400	52900	56000	58550	60600	62150	63300	64150	65100	53300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40400	44500	45050	45300	46550	51050	52250	55150	57600	61400	67500	69250	72650	72700	78250	79500	85100	86800	70900	
Upper Quartile	36850	39050	40650	42450	43400	46550	47250	50400	52800	55750	60100	62150	64700	65800	69050	70650	72000	75450	61250	
Median	35100	35850	37600	39500	40350	42300	43150	45700	47900	50100	52800	53850	55000	57750	61250	62350	64000	65950	51450	
Lower Quartile	33550	33750	35050	36400	37200	38250	39450	41200	42950	44250	45850	46900	47650	49950	51950	53250	54200	56550	43200	
Lower Decile	31650	32000	32800	34300	34900	35250	36250	37150	39000	39450	40050	41000	41250	41700	45000	46200	48200	49450	37750	
Mean	36150	36900	38400	39700	40700	42850	43950	45950	48150	50350	53500	54950	56800	58200	61250	62600	65200	67250	53300	
Supporting Data																				
Total Number	190	173	224	290	339	443	432	600	708	1901	1521	1132	803	790	674	589	556	995	12360	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56300	58950	61600	64300	69500	76900	83300	88350	92050	94350	95650	96150	96000	88200	2.2
Upper Quartile	0	0	0	0	0	51500	53850	56200	58500	63100	69400	74750	78900	81850	83600	84450	84750	84300	77000	2.2
Median	0	0	0	0	0	47250	49150	51050	52900	56500	61450	65650	68950	71300	72900	73800	74200	74300	66300	2.2
Lower Quartile	0	0	0	0	0	43250	44600	45900	47200	49700	53200	56300	58950	61100	62750	64000	64900	66050	55750	2.2
Lower Decile	0	0	0	0	0	40550	41500	42450	43400	45150	47550	49650	51350	52750	53800	54600	55200	55900	47800	2.2
Mean	0	0	0	0	0	48100	49950	51800	53650	57200	62050	66250	69600	72100	73850	74900	75500	75900	67600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	59600	63000	63600	66250	71500	78450	81550	87500	87750	87950	90450	101750	100100	88200	
Upper Quartile	0	0	0	0	0	54400	54750	60000	60450	64650	71850	72900	78200	75300	80900	80250	88200	88100	77000	
Median	0	0	0	0	0	49250	48500	55000	53250	58850	62850	63650	67800	66900	70850	73450	75350	76650	66300	
Lower Quartile	0	0	0	0	0	43900	44150	49250	47150	52300	55200	52900	57500	59050	61600	63750	64450	68400	55750	
Lower Decile	0	0	0	0	0	41550	41400	45200	44450	48000	48800	46900	48000	52950	53400	53800	55650	57450	47800	
Mean	0	0	0	0	0	49650	51100	54800	54550	59400	63600	64250	68150	68900	70950	72350	78150	78600	67600	
Supporting Data																				
Total Number	7	5	2	17	16	31	25	24	53	199	252	206	180	179	149	161	151	299	1956	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	2	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41150	42900	44700	46500	48300	50100	51850	53600	55300	58550	62950	66550	69350	71300	72600	73300	73600	73650	65850	2.2
Upper Quartile	37600	39250	40900	42550	44250	45900	47550	49150	50700	53700	57750	61000	63500	65250	66350	66900	67150	67000	57800	2.2
Median	35600	36900	38200	39500	40800	42100	43350	44600	45800	48100	51200	53800	55900	57450	58550	59250	59700	60100	49650	2.2
Lower Quartile	33900	34850	35750	36700	37600	38500	39350	40200	41050	42600	44800	46650	48200	49500	50500	51300	51850	52600	42050	2.2
Lower Decile	32650	33200	33800	34350	34950	35500	36050	36550	37100	38100	39500	40800	41950	42950	43850	44550	45150	46050	37050	2.2
Mean	36250	37500	38800	40050	41300	42550	43800	44950	46150	48350	51350	53850	55850	57400	58500	59250	59700	60200	50650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40000	44650	45100	45300	46050	49900	51650	54550	56550	59550	63450	65700	67550	68300	71700	71650	73750	76950	65850	
Upper Quartile	36800	38950	40600	42300	43150	45950	46850	49950	52400	54700	57900	59850	60700	62950	66300	66500	67750	69400	57800	
Median	35150	35750	37550	39250	40100	41950	42900	45450	47550	49300	51300	52550	52800	54900	58700	59150	60400	62600	49650	
Lower Quartile	33750	33650	35050	36250	37150	38000	39300	41050	42600	43550	44500	45800	46300	47400	50600	51650	52300	54350	42050	
Lower Decile	32100	31950	32750	34200	34800	35100	36050	36950	38750	39000	39350	40250	40300	40350	44100	43700	46250	48100	37050	
Mean	35850	36900	38400	39550	40450	42300	43500	45550	47650	49300	51500	52900	53500	55050	58500	58900	60350	62350	50650	
Supporting Data																				
Total Number	183	168	222	273	323	412	407	576	655	1702	1269	926	623	611	525	428	405	696	10404	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51900	54000	56100	58200	60300	64400	70200	75350	79650	83100	85650	87450	88600	89900	79000	2.2
Upper Quartile	0	0	0	0	47950	49900	51800	53700	55600	59200	64200	68500	71850	74400	76100	77150	77700	78000	69200	2.2
Median	0	0	0	0	44300	46000	47750	49450	51100	54250	58550	62100	64800	66750	67950	68600	68850	68800	60700	2.2
Lower Quartile	0	0	0	0	41050	42400	43750	45100	46400	48950	52300	55200	57450	59200	60400	61200	61650	62050	52650	2.2
Lower Decile	0	0	0	0	38050	39300	40450	41600	42750	44800	47500	49650	51250	52300	52950	53250	53350	53200	46050	2.2
Mean	0	0	0	0	44900	46550	48200	49800	51400	54500	58750	62350	65250	67450	69000	70000	70600	71150	62050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53600	54950	58950	60100	60850	65300	71200	74000	76700	80400	80200	89750	90400	93300	79000	
Upper Quartile	0	0	0	0	49000	51650	52400	55200	56900	60650	64850	67500	69400	70700	71550	77700	79300	81750	69200	
Median	0	0	0	0	43750	47850	46500	50650	51000	56100	59250	61500	61550	64000	65350	68750	70900	70900	60700	
Lower Quartile	0	0	0	0	41250	42900	42550	45500	46500	50250	53650	54450	54750	55750	59550	61050	64050	63300	52650	
Lower Decile	0	0	0	0	38200	39300	39000	41600	43400	45700	48700	48700	49150	50450	52300	52900	56750	53200	46050	
Mean	0	0	0	0	45000	47800	47800	50850	51700	55850	59650	61550	62750	64400	66250	70350	72700	73300	62050	
Supporting Data																				
Total Number	4	3	21	27	44	64	91	118	152	523	439	345	268	260	315	254	250	401	3579	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71000	79300	86650	92600	97000	99850	101500	102200	102100	96000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64350	71700	78100	83200	86800	89100	90250	90650	90200	84000	2.2
Median	0	0	0	0	0	0	0	0	0	59800	65950	71150	75100	77700	79200	79800	79800	78950	73950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55900	61150	65500	68700	70800	71900	72250	72200	71350	66150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51900	56400	60150	63000	64950	66100	66650	66800	66450	59050	2.2
Mean	0	0	0	0	0	0	0	0	0	60950	67350	72800	77050	79950	81750	82600	82800	82250	76350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	79000	79100	87500	92500	89300	92150	99800	99650	110600	96000	
Upper Quartile	0	0	0	0	0	0	0	0	0	69700	74400	76000	79400	83500	82300	92900	90000	94150	84000	
Median	0	0	0	0	0	0	0	0	0	64200	67000	72000	73100	74650	72200	80750	79000	83000	73950	
Lower Quartile	0	0	0	0	0	0	0	0	0	60200	62200	66000	65300	68750	66100	74000	72600	73700	66150	
Lower Decile	0	0	0	0	0	0	0	0	0	56650	57600	61350	57250	64000	61150	68250	67350	68700	59050	
Mean	0	0	0	0	0	0	0	0	0	65550	68850	73250	74250	76500	75150	83450	82550	86200	76350	
Supporting Data																				
Total Number	2	0	0	4	3	4	5	9	8	55	68	60	65	60	67	74	92	112	688	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51900	53700	55550	57300	59050	62400	66950	70750	73850	76100	77750	78750	79350	79850	71900	2.2
Upper Quartile	0	0	0	0	47800	49600	51400	53200	54900	58200	62550	66050	68650	70400	71400	71850	71900	71500	65500	2.2
Median	0	0	0	0	44100	45750	47400	49000	50550	53500	57400	60500	62800	64300	65200	65600	65650	65300	58150	2.2
Lower Quartile	0	0	0	0	40850	42200	43500	44800	46050	48400	51500	54000	55850	57100	57900	58300	58450	58350	51000	2.2
Lower Decile	0	0	0	0	38050	39200	40350	41400	42450	44400	46800	48700	50000	50800	51250	51400	51350	51000	45000	2.2
Mean	0	0	0	0	44700	46250	47750	49250	50700	53450	57050	60050	62300	63900	64900	65500	65750	65750	58650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53900	54700	57400	58450	60800	63350	67700	69900	70600	71800	75150	77500	80100	84750	71900	
Upper Quartile	0	0	0	0	48750	51500	51150	54450	56700	59450	63050	64900	65500	66800	69600	70950	73000	75000	65500	
Median	0	0	0	0	43400	47500	46150	50100	50650	55200	57950	59950	59150	61400	63700	65450	66750	67800	58150	
Lower Quartile	0	0	0	0	41050	42500	42250	45050	46400	49500	52700	53400	53100	54250	57800	56600	60500	60050	51000	
Lower Decile	0	0	0	0	38050	39100	38900	41400	43400	45300	47800	47600	47850	48700	51400	51400	52950	51600	45000	
Mean	0	0	0	0	44700	47500	47150	49950	51450	54700	58000	59100	59050	60800	63850	65000	66950	68250	58650	
Supporting Data																				
Total Number	2	3	21	23	41	60	86	109	144	468	371	285	203	200	248	180	158	289	2891	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

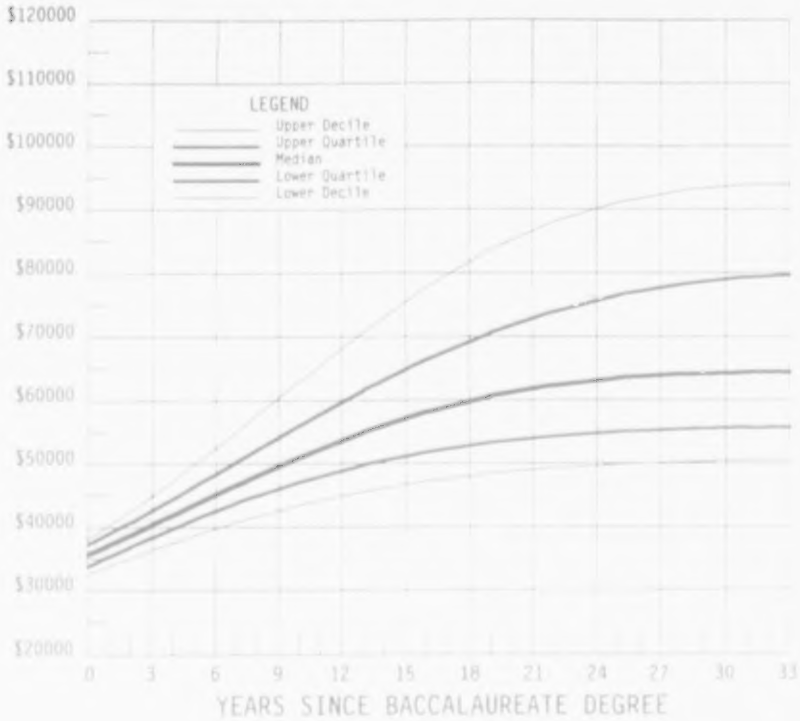
1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66100	74600	82600	89700	95550	100050	103250	105350	107500	95150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61250	68750	75600	81350	85800	88900	90900	92000	92650	83750	2.2
Median	0	0	0	0	0	0	0	0	0	56500	62750	68100	72350	75400	77300	78300	78650	78350	71650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52250	57200	61300	64400	66450	67650	68150	68200	67650	61950	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48400	52400	55600	57900	59400	60150	60400	60350	59750	53950	2.2
Mean	0	0	0	0	0	0	0	0	0	56700	62850	68400	73000	76500	79000	80600	81550	82200	74150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	73800	86750	86000	106250	90500	101650	114000	105600	95150	
Upper Quartile	0	0	0	0	0	0	0	0	0	61000	70500	78500	77500	87900	83450	96000	93000	92300	83750	
Median	0	0	0	0	0	0	0	0	0	55100	66500	67500	69700	79000	74800	80000	80000	77500	71650	
Lower Quartile	0	0	0	0	0	0	0	0	0	51250	60350	61750	61200	70250	64250	68000	72800	66250	61950	
Lower Decile	0	0	0	0	0	0	0	0	0	48100	54100	56600	56400	62000	54350	61050	65200	58800	53950	
Mean	0	0	0	0	0	0	0	0	0	55700	64900	70000	69850	82000	73650	81500	85200	81150	74150	
Supporting Data																				
Total Number	0	0	0	1	0	1	2	5	4	21	21	23	34	25	29	28	32	41	267	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64700	71750	78000	83200	87200	89950	91700	92650	93250	87250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	60500	67150	72900	77550	80900	83000	84150	84650	84450	76600	2.2
Median	0	0	0	0	0	0	0	0	0	56400	62100	66750	70100	72100	73000	73150	72800	71400	67300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52250	56850	60400	62750	64100	64550	64400	63950	62600	59400	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48200	51900	54750	56750	57950	58450	58500	58300	57500	52300	2.2
Mean	0	0	0	0	0	0	0	0	0	56250	61750	66300	69750	72100	73450	74050	74150	73600	68550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	74000	76800	79300	86850	87650	102500	91850	92150	87250	
Upper Quartile	0	0	0	0	0	0	0	0	0	61000	70400	71000	74500	82100	80000	92500	81250	85400	76600	
Median	0	0	0	0	0	0	0	0	0	55100	66000	65000	68350	74000	73000	72000	74500	71000	67300	
Lower Quartile	0	0	0	0	0	0	0	0	0	51250	60000	60500	59750	68750	62000	63350	66750	62350	59400	
Lower Decile	0	0	0	0	0	0	0	0	0	48100	54000	55400	55100	59600	53600	59200	63600	56950	52300	
Mean	0	0	0	0	0	0	0	0	0	55700	64650	65700	67400	73800	70900	77650	75000	73100	68550	
Supporting Data																				
Total Number	0	0	0	1	0	1	1	4	2	21	20	18	27	19	24	18	19	27	202	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

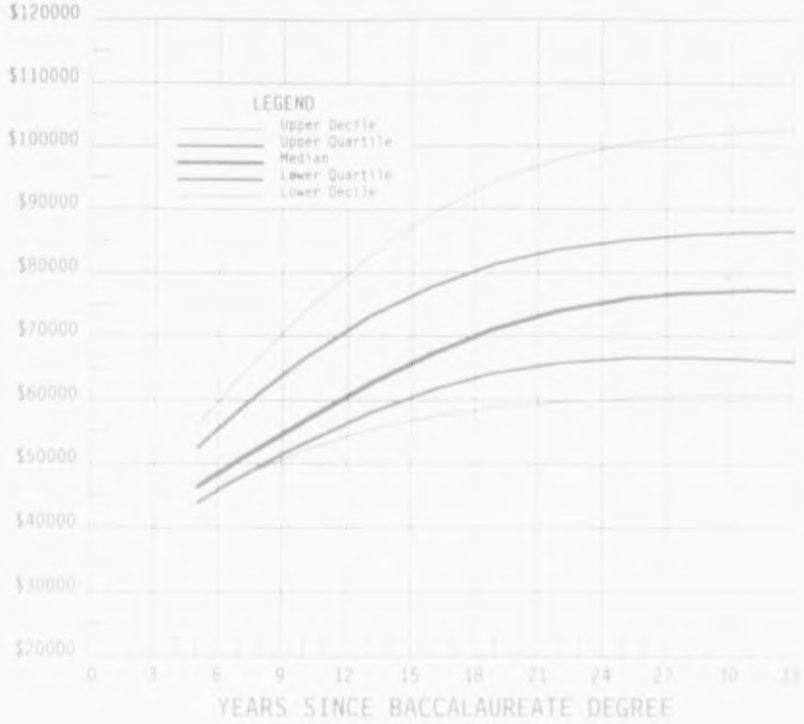
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS - ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	38050	40300	42600	44950	47400	49950	52500	55150	57800	63100	70800	77800	83650	88100	91150	93000	93950	94400	75000	7.7
Upper Quartile	37200	39000	40800	42700	44550	46500	48400	50350	5230U	56100	61550	66450	70600	73950	76450	78200	79350	80600	61400	2.2
Median	35650	37200	38800	40400	41950	43550	45150	46650	48200	51050	54950	58200	60650	62400	63500	64150	64400	64400	51300	2.2
Lower Quartile	33750	35350	36900	38400	39850	41250	42600	43850	45050	47150	49800	51800	53300	54300	55000	55450	55700	55900	43300	3.8
Lower Decile	32550	33900	35150	36400	37600	38700	39800	40800	41750	43500	45600	47250	48450	49300	49900	50250	50500	50700	38850	3.6
Mean	35800	37400	39100	40750	42450	44200	45850	47550	49200	52450	56850	60650	63650	65900	67450	68350	68900	69200	54400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	40950	44750	44050	47450	46950	51700	55350	59300	64500	72100	77300	85000	84200	85850	84200	96000	103850	75000	
Upper Quartile	36650	39700	42450	42850	43950	45250	46600	49950	54300	56850	62450	67000	71950	69650	70400	76900	77450	88650	61400	
Median	35100	37500	39350	40900	42300	43100	44500	45950	48900	50650	56150	58550	61050	60000	62700	63100	60750	68800	51300	
Lower Quartile	33650	35000	36650	38950	40200	41500	42200	42950	45250	47000	50000	52150	52750	53650	57000	56550	55200	55150	43300	
Lower Decile	32500	33350	34400	37100	38150	39350	39550	40900	42100	42900	45950	46300	48000	49400	52100	53550	50400	48600	38850	
Mean	35450	37550	39350	41200	42550	43550	45300	46850	50100	52800	57400	60650	64150	63700	65650	66950	68200	72650	54400	
Supporting Data																				
Total Number	63	33	56	66	82	78	72	62	77	213	211	147	132	116	66	56	51	78	1690	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $12000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

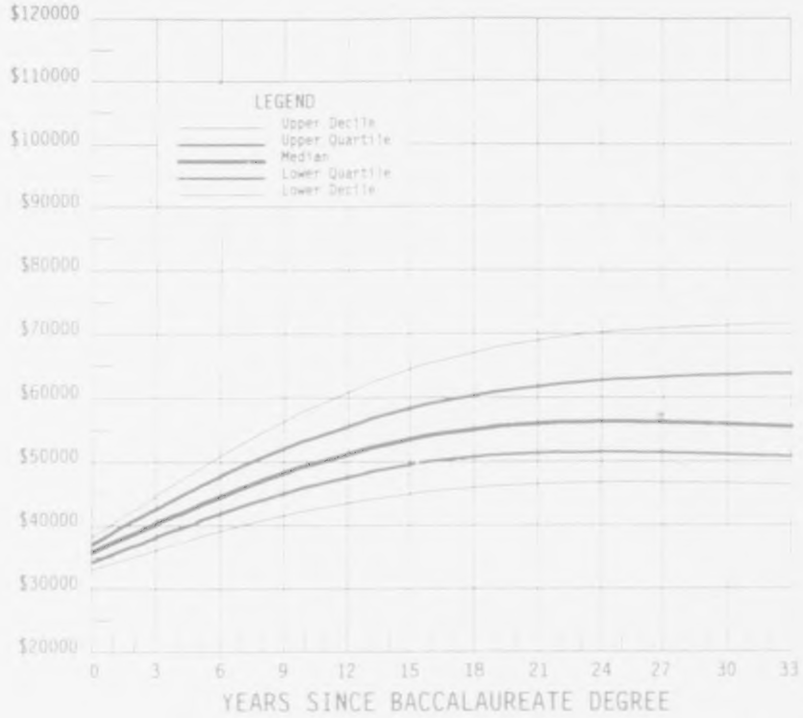
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56050	59800	63500	67100	73850	82650	89550	94600	98050	100300	101700	102450	102950	91900	4.2
Upper Quartile	0	0	0	0	0	52450	55550	58500	61350	66800	73100	78000	81450	83750	85200	86050	86500	86800	79250	4.4
Median	0	0	0	0	0	46400	48500	50600	52650	56750	62450	67350	71250	74050	75850	76850	77250	77150	66200	2.2
Lower Quartile	0	0	0	0	0	44000	45900	47800	49700	53250	58000	61700	64350	65900	66600	66650	66350	65250	59650	3.3
Lower Decile	0	0	0	0	0	43850	45800	47650	49300	52200	55400	57550	58950	59800	60300	60600	60700	60800	57050	4.6
Mean	0	0	0	0	0	47700	50050	52400	54750	59400	65800	71150	75250	77950	79400	79950	79850	78850	70100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52400	65150	0	83750	79100	80700	90400	94200	93700	89850	93750	121900	113700	91900	
Upper Quartile	0	0	0	0	0	50200	54050	0	59750	71200	71850	79850	80800	81700	80250	84400	85000	94600	79250	
Median	0	0	0	0	0	43850	50550	0	56950	62500	63250	68350	68650	67300	68550	79600	77550	86750	66200	
Lower Quartile	0	0	0	0	0	42400	44800	0	52050	58400	59100	62650	62800	60250	62250	67300	63550	73000	59650	
Lower Decile	0	0	0	0	0	41550	42500	0	50100	54450	55900	58850	57700	57400	60400	60000	61150	62900	57050	
Mean	0	0	0	0	0	46150	52550	0	57200	64650	66050	72050	73350	72450	72350	78950	82600	86650	70100	
Supporting Data																				
Total Number	0	0	0	0	3	11	11	8	14	38	66	44	63	50	33	22	21	41	434	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
Less Than $25000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38150	40350	42550	44750	46900	48950	50950	52850	54700	58050	62250	65500	67850	69500	70550	71150	71500	71700	61500	4.4
Upper Quartile	37050	38950	40850	42650	44450	46150	47750	49300	50750	53400	56650	59100	60850	62100	62900	63400	63650	63850	54400	4.2
Median	35850	37350	38800	40300	41750	43150	44500	45850	47100	49400	52200	54250	55500	56150	56250	56050	55700	54750	47600	2.2
Lower Quartile	34200	35550	36850	38150	39450	40650	41850	43000	44050	46050	48400	50100	51100	51550	51600	51400	51050	50250	41950	2.2
Lower Decile	33000	34100	35150	36200	37200	38150	39100	40000	40800	42300	44150	45450	46250	46700	46850	46800	46600	46100	37700	2.2
Mean	35550	37350	39050	40700	42300	43800	45250	46600	47850	50150	52850	54900	56350	57300	57950	58350	58550	58700	48900	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	41000	44850	44150	47300	46650	48600	51850	57250	58000	63050	68100	69400	71000	68000	68550	65200	69700	61500	
Upper Quartile	36700	39600	42300	42900	43950	45000	46050	48400	51300	53550	58050	60700	59250	61950	63450	64750	59150	62550	54400	
Median	35150	37250	39100	41050	42250	42950	44150	45250	47900	49400	52200	54700	53200	55200	57300	58250	56550	54550	47600	
Lower Quartile	33700	34900	36550	39000	40100	41350	41900	42550	44450	45950	48250	49650	49500	50950	53200	54700	51250	49450	41950	
Lower Decile	32500	33300	34350	36900	38100	39050	38750	40250	41650	42450	44000	44400	45750	43650	47950	52300	48650	45100	37700	
Mean	35500	37450	39200	41200	42500	43150	43950	45650	48500	50250	53450	55750	55800	57050	58750	59700	56700	56650	48900	
Supporting Data																				
Total Number	63	41	53	79	79	67	61	55	63	175	146	103	69	66	32	36	28	36	1251	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40100	42250	44550	46850	49250	51650	54150	56650	61700	69100	76000	81950	86700	90300	92750	94350	95850	72800	2.2
Upper Quartile	37200	38950	40700	42500	44300	46150	48000	49850	51700	55300	60450	65050	68900	71950	74250	75900	76950	78100	60300	2.2
Median	35750	37250	38800	40300	41800	43350	44850	46300	47750	50550	54300	57450	59950	61800	63050	63800	64250	64550	50500	2.2
Lower Quartile	34150	35500	36850	38150	39500	40800	42050	43300	44450	46700	49550	51750	53350	54350	54900	55100	55100	54750	42850	2.2
Lower Decile	32900	34000	35100	36200	37300	38350	39350	40350	41300	43100	45400	47200	48550	49500	50050	50400	50500	50500	38600	2.2
Mean	35850	37400	39000	40600	42250	43900	45500	47150	48750	51800	56100	59800	62850	65150	66800	67900	68550	69150	53550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	41050	43950	44000	46000	46900	51550	52400	58750	63000	70900	75750	82750	82950	84400	84000	96550	105500	72800	
Upper Quartile	36650	39800	42300	42750	43500	45200	46500	49350	52200	55900	61900	67100	67850	68750	70300	76600	65850	89250	60300	
Median	35100	37750	39400	40750	42000	43100	44350	45600	48400	50200	55250	58100	60250	59500	62850	62050	59100	69900	50500	
Lower Quartile	33650	35150	36500	38900	39900	41500	42050	42800	44800	46600	49350	52050	52600	52950	57450	56250	52800	55800	42850	
Lower Decile	32500	33300	34200	37050	38000	39400	39300	40850	41850	42650	45200	47200	47000	48950	51450	53550	50100	50100	38600	
Mean	35450	37700	39200	41150	41900	43550	45150	46200	49400	52200	56800	60300	62700	62800	65300	66500	66150	73550	53550	
Supporting Data																				
Total Number	63	41	49	82	73	73	68	55	59	191	167	126	98	106	55	51	43	71	1504	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

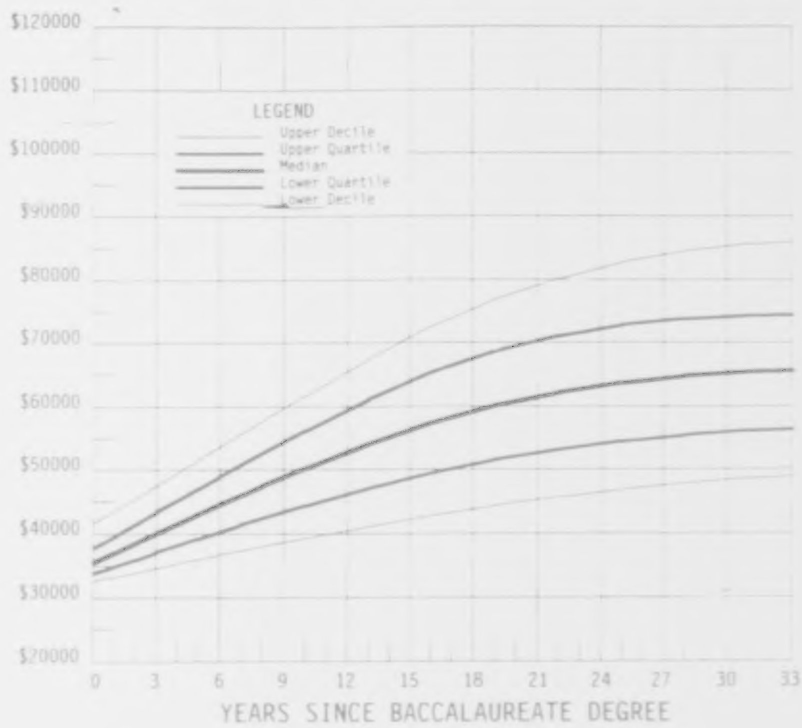
1994 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54050	57200	60450	63700	70300	79900	88400	95150	99800	102500	103650	103700	102200	91300	2.2
Upper Quartile	0	0	0	0	0	50300	52950	55650	58350	63700	71250	77700	82650	85950	87800	88450	88400	87150	78850	2.2
Median	0	0	0	0	0	46300	48400	50450	52450	56450	62000	66750	70450	73100	74800	75700	76050	75900	65600	2.2
Lower Quartile	0	0	0	0	0	43850	45750	47600	49450	52950	57650	61400	64100	65750	66550	66750	66550	65600	59250	2.2
Lower Decile	0	0	0	0	0	41500	43250	44950	46600	49750	53900	57200	59450	60800	61400	61450	61150	60200	50900	2.2
Mean	0	0	0	0	0	47550	49850	52100	54400	58900	65100	70400	74500	77300	79000	79750	79900	79250	69450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52400	65150	0	72300	78550	81800	84150	89000	92300	89500	93650	136100	113850	91300	
Upper Quartile	0	0	0	0	0	50200	54050	0	60550	71250	71550	76200	80350	80800	80000	84000	96750	94750	78850	
Median	0	0	0	0	0	43850	50550	0	56150	62550	63150	67800	66800	66800	68900	79000	68000	87050	65600	
Lower Quartile	0	0	0	0	0	42400	44800	0	51550	57950	59300	62600	61850	60100	62250	66300	62550	73400	59250	
Lower Decile	0	0	0	0	0	41550	42500	0	49500	49450	55350	59050	58050	57500	60300	59750	60750	63250	50900	
Mean	0	0	0	0	0	46150	52550	0	57050	64350	66200	70600	71500	71550	72000	78450	83550	87050	69450	
Supporting Data																				
Total Number	1	2	7	8	3	11	11	5	12	33	57	41	45	46	29	21	17	41	383	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38100	40200	42250	44250	46250	48200	50050	51850	53600	56800	60800	63950	66200	67750	68750	69300	69600	69750	59700	4.6
Upper Quartile	37100	38950	40750	42500	44200	45800	47350	48800	50200	52700	55800	58150	59850	61000	61800	62250	62500	62700	53550	4.2
Median	35900	37350	38800	40200	41600	43000	44300	45600	46800	49050	51800	53800	55100	55750	55900	55800	55500	54650	47000	2.2
Lower Quartile	34250	35550	36800	38100	39300	40500	41650	42750	43800	45700	48050	49700	50800	51350	51500	51400	51150	50500	41650	2.2
Lower Decile	32950	34050	35100	36100	37100	38050	39000	39850	40650	42150	43950	45250	46050	46450	46600	46550	46350	45900	37400	2.2
Mean	35600	37300	38950	40550	42100	43550	44900	46200	47400	49550	52200	54100	55500	56400	57000	57350	57550	57650	48150	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	37800	41200	44050	44000	45850	46600	47700	51600	54650	56900	61950	67950	66600	69400	67350	66750	61200	66900	59700	
Upper Quartile	36700	39750	42100	42850	43450	44950	45900	48100	49950	53050	57150	59200	58900	60600	63500	63050	58600	61050	53550	
Median	35150	37500	39150	40900	41900	42950	43900	45100	47550	49200	51500	54300	53300	54350	57650	57500	56200	54600	47000	
Lower Quartile	33700	35000	36400	38950	39800	41300	41750	42500	44100	45550	47800	49650	48850	50650	52600	54450	51050	50400	41650	
Lower Decile	32500	33250	34100	36850	37900	39100	38500	40300	41500	42300	43550	44800	45400	43200	46800	52450	48400	45200	37400	
Mean	35500	37600	39050	41150	41850	43100	43750	45500	47800	49700	52650	55350	55100	56100	58000	58600	54950	55650	48150	
Supporting Data																				
Total Number	63	39	47	75	70	62	57	50	57	159	130	85	53	61	26	31	26	31	1121	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

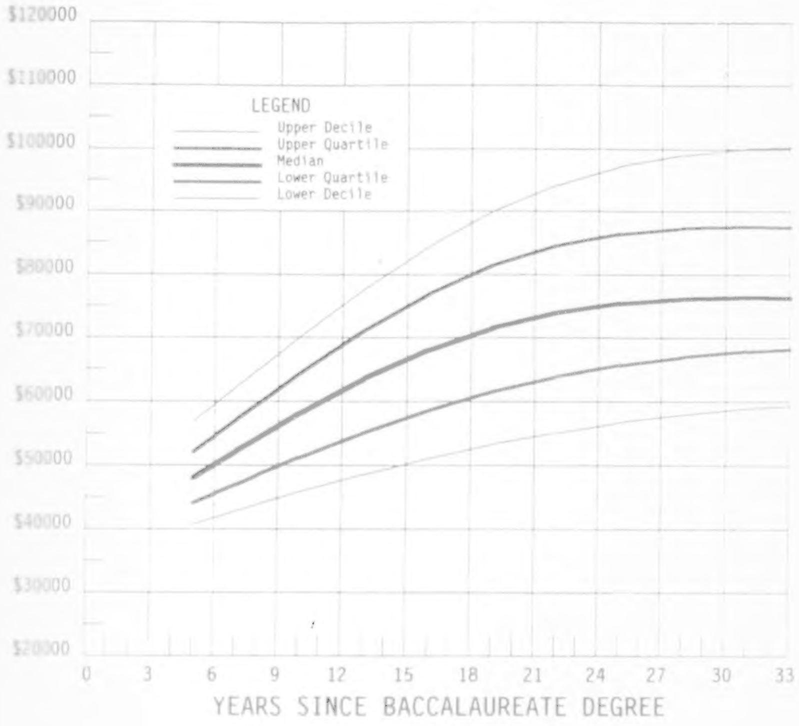
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	41650	43550	45500	47500	49550	51600	53650	55700	57700	61750	67400	72500	76750	80150	82700	84500	85650	86900	73850	2.2
Upper Quartile	37850	39600	41450	43300	45150	47000	48900	50750	52600	56150	61100	65300	68600	71100	72750	73750	74250	74500	63950	2.2
Median	35550	37050	38500	40000	41500	43000	44500	45950	47400	50200	54050	57350	60100	62150	63700	64750	65400	66050	53800	2.2
Lower Quartile	33850	34900	36000	37100	38200	39250	40300	41350	42400	44350	47050	49450	51500	53150	54450	55400	56150	57100	45150	2.2
Lower Decile	32650	33300	34000	34700	35400	36050	36750	37400	38050	39300	41100	42800	44300	45650	46800	47800	48600	49850	38800	2.2
Mean	36300	37750	39200	40650	42100	43550	45000	46400	47850	50550	54400	57700	60500	62750	64450	65700	66550	67550	55650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41900	44700	45700	46200	47650	52050	53850	56200	58600	62600	69000	71350	75050	75450	79900	84050	88500	89800	73850	
Upper Quartile	37150	38850	40800	42800	43750	47650	48500	51700	53600	57400	61850	63900	66750	67600	70550	73400	75700	77250	63950	
Median	35300	35850	37750	39700	40650	42850	43850	46600	48550	51500	54650	55850	57400	60100	63100	65000	66650	67600	53800	
Lower Quartile	33900	33750	35200	36550	37400	38600	39800	41750	43650	45500	47550	48550	49250	51350	54000	55000	57300	58550	45150	
Lower Decile	31650	31950	33000	34350	34950	35500	36700	38050	39400	40350	41200	42100	42400	43150	46700	48300	50800	50750	38800	
Mean	36800	36900	38650	39950	41100	43450	44750	46850	48850	51600	55050	56750	58600	60250	63200	65450	68200	69250	55650	
Supporting Data																				
Total Number	182	167	230	296	364	493	505	710	851	2403	1944	1471	1072	1046	1002	855	821	1415	15827	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	4	6	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

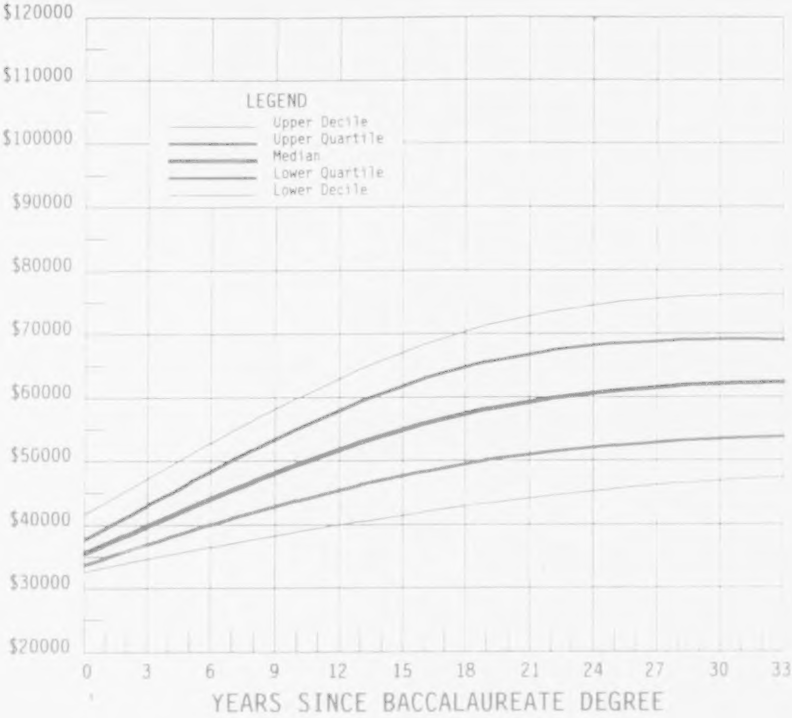
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56900	59500	62200	64850	70150	77700	84400	89950	94200	97200	99100	100100	100800	91200	2.2
Upper Quartile	0	0	0	0	0	52100	54600	57050	59550	64400	71150	76900	81400	84500	86400	87300	87550	87000	79700	2.2
Median	0	0	0	0	0	48050	50150	52200	54200	58100	63500	68050	71500	73950	75450	76200	76450	76150	69550	2.2
Lower Quartile	0	0	0	0	0	44100	45550	47000	48450	51250	55150	58600	61550	63850	65650	66950	67900	69000	58850	2.2
Lower Decile	0	0	0	0	0	40750	41800	42850	43850	45850	48600	51150	53350	55200	56750	57950	58900	60300	49800	2.2
Mean	0	0	0	0	0	48800	50750	52700	54650	58450	63750	68300	71950	74650	76550	77700	78350	78750	70500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	60900	64800	67600	66550	72150	78800	83550	88900	89400	89250	96000	104900	104900	91200	
Upper Quartile	0	0	0	0	0	54800	59200	62000	60400	66300	72800	74900	79950	80900	82300	84200	89800	90400	79700	
Median	0	0	0	0	0	49800	53000	57150	53650	60350	64550	66400	70600	70000	72300	76200	78050	78100	69550	
Lower Quartile	0	0	0	0	0	46600	45500	50000	47750	53850	56750	55700	60050	61450	64000	67700	68750	70400	58850	
Lower Decile	0	0	0	0	0	41800	41800	45800	44350	48850	50200	48300	50400	54250	55300	57400	60850	61600	49800	
Mean	0	0	0	0	0	50550	53950	57100	54800	60700	64900	66700	70100	71850	72950	76350	80750	81000	70500	
Supporting Data																				
Total Number	9	5	1	19	19	31	28	32	61	247	311	262	237	233	212	238	249	412	2606	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	4	5	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41700	43550	45400	47250	49150	51000	52850	54700	56450	59900	64550	68400	71400	73550	74950	75800	76150	76250	68050	2.2
Upper Quartile	37750	39500	41250	43050	44800	46600	48350	50100	51800	55050	59400	62950	65600	67400	68500	69000	69150	68850	60650	2.2
Median	35550	36950	38400	39850	41250	42700	44100	45450	46800	49400	52850	55800	58100	59850	61000	61800	62200	62550	51800	2.2
Lower Quartile	33750	34800	35900	36950	38000	39000	40050	41000	41950	43800	46250	48350	50050	51350	52350	53100	53550	54150	43700	2.2
Lower Decile	32700	33350	34000	34650	35250	35900	36500	37100	37700	38850	40500	42000	43350	44550	45550	46450	47150	48250	38100	2.2
Mean	36350	37750	39100	40450	41800	43150	44500	45800	47050	49500	52800	55550	57800	59450	60650	61500	62000	62450	52750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40600	44850	45700	46300	46600	51200	52650	55400	57850	60950	65350	67200	69300	70150	74050	74600	76550	79500	68050	
Upper Quartile	37050	38700	40750	42650	43500	46900	47950	51150	53100	56150	59700	61900	62850	64650	67700	68350	70000	71500	60650	
Median	35300	35750	37700	39350	40400	42450	43550	46250	48200	50650	53250	54500	55000	57050	61250	61650	63650	64450	51800	
Lower Quartile	34050	33700	35200	36350	37300	38350	39600	41550	43350	44800	46350	47500	47950	49550	52450	53000	54200	55550	43700	
Lower Decile	32100	31850	33000	34250	34850	35350	36550	38000	39200	39800	40400	41350	41450	41700	45600	47050	48400	49650	38100	
Mean	36050	36850	38650	39800	40800	43000	44200	46400	48350	50550	53150	54600	55300	56900	60600	61250	62750	64450	52750	
Supporting Data																				
Total Number	173	162	229	277	345	462	477	678	790	2156	1633	1209	835	813	790	617	572	1003	13221	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41150	43050	44950	46900	48850	50850	52800	54800	56750	60550	65950	70650	74550	77600	79850	81350	82300	83250	70950	2.2
Upper Quartile	37600	39300	41050	42800	44550	46300	48050	49800	51550	54850	59450	63350	66500	68800	70400	71400	71950	72350	61350	2.2
Median	35550	36900	38300	39650	41050	42400	43750	45100	46400	48950	52400	55450	57950	59900	61400	62400	63150	63950	51500	2.2
Lower Quartile	33850	34850	35850	36800	37800	38750	39700	40600	41500	43250	45650	47750	49600	51050	52250	53200	53900	54850	43250	2.2
Lower Decile	32650	33250	33850	34450	35050	35600	36200	36800	37350	38450	40000	41500	42850	44050	45100	46000	46750	47950	37700	2.2
Mean	36200	37550	38900	40250	41600	42950	44300	45600	46900	49450	52900	55950	58500	60550	62100	63250	64050	65000	53350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	44750	45200	45500	46600	51100	52400	55250	57650	61400	67700	69300	73650	72600	78500	79300	85000	86100	70950	
Upper Quartile	37000	38800	40550	42450	43400	46600	47550	50500	52850	55750	60150	62150	64700	65850	69200	70600	72100	75300	61350	
Median	35200	35800	37550	39350	40200	42250	43150	45750	47950	50200	52900	53850	54950	57800	61250	62400	64150	65900	51500	
Lower Quartile	33800	33750	35050	36300	37150	38150	39350	41150	42950	44300	45750	46850	47550	49750	51850	53100	54200	56500	43250	
Lower Decile	31600	31900	32850	34200	34800	35200	36150	37150	38950	39400	40000	40950	41100	41550	44900	45850	48100	49450	37700	
Mean	36350	36900	38400	39650	40650	42800	44000	45950	48200	50350	53550	54950	56750	58100	61250	62500	65100	67100	53350	
Supporting Data																				
Total Number	178	165	211	269	323	429	412	588	697	1863	1486	1106	779	761	659	573	540	974	12013	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56600	59300	61950	64600	69850	77150	83450	88400	91950	94200	95350	95800	95450	88100	2.2
Upper Quartile	0	0	0	0	0	51700	54100	56450	58850	63400	69750	75100	79200	82000	83650	84400	84550	83950	77050	2.2
Median	0	0	0	0	0	47400	49300	51200	53100	56700	61650	65850	69100	71500	73000	73850	74250	74250	66550	2.2
Lower Quartile	0	0	0	0	0	43500	44800	46050	47250	49650	53000	56000	58600	60750	62450	63800	64800	66200	55500	2.2
Lower Decile	0	0	0	0	0	40550	41500	42450	43350	45100	47400	49400	51050	52400	53400	54150	54700	55400	47800	2.2
Mean	0	0	0	0	0	48350	50200	52050	53850	57350	62200	66300	69600	72050	73750	74750	75350	75700	67600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	60400	63600	63700	66400	71350	78700	81900	87900	87800	88200	90350	100950	99200	88100	
Upper Quartile	0	0	0	0	0	54800	55500	60250	60550	64550	72200	73200	79250	75300	81600	79900	88050	87400	77050	
Median	0	0	0	0	0	49750	49000	55500	53000	58750	63150	63500	68500	67150	71650	73150	75350	76400	66550	
Lower Quartile	0	0	0	0	0	45100	44400	49050	47000	52250	55000	52550	56350	59050	61800	63800	64650	68200	55500	
Lower Decile	0	0	0	0	0	41500	41200	44900	44400	48050	48600	46700	47500	52650	53050	53300	55450	56800	47800	
Mean	0	0	0	0	0	50250	51750	54950	54500	59300	63750	64200	68350	68900	71350	72150	77800	78200	67600	
Supporting Data																				
Total Number	7	5	1	15	16	27	22	23	52	193	243	197	170	167	141	154	145	286	1864	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41400	43150	44900	46700	48500	50250	52000	53750	55400	58650	62950	66550	69350	71300	72600	73400	73750	73850	66000	2.2
Upper Quartile	37600	39250	40900	42600	44250	45950	47600	49200	50800	53800	57850	61150	63650	65400	66450	67000	67250	67100	58000	2.2
Median	35550	36900	38200	39500	40800	42100	43400	44650	45850	48150	51300	53900	56000	57550	58700	59400	59850	60300	49750	2.2
Lower Quartile	33950	34900	35800	36700	37600	38500	39350	40200	41000	42550	44700	46550	48150	49450	50450	51250	51850	52650	42100	2.2
Lower Decile	32650	33200	33800	34350	34900	35450	36000	36550	37050	38050	39450	40750	41900	42900	43750	44500	45100	46000	37050	2.2
Mean	36250	37550	38800	40100	41350	42600	43800	45000	46150	48400	51350	53900	55900	57450	58550	59300	59800	60300	50700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40350	44900	45250	45500	46100	50000	51800	54600	56600	59600	63500	65800	67550	68350	71800	71750	73900	77000	66000	
Upper Quartile	37000	38650	40500	42250	43150	46050	47050	50050	52450	54750	58000	60000	60800	63050	66350	66550	67900	69500	58000	
Median	35250	35700	37500	39100	40000	41850	42900	45500	47600	49400	51400	52600	52850	55000	58750	59350	60750	62700	49750	
Lower Quartile	34000	33650	35050	36100	37050	37900	39250	41000	42600	43550	44[illegible]50	45750	46200	47250	50550	51500	52350	54450	42100	
Lower Decile	32100	31800	32850	34150	34700	35050	36000	36950	38700	38950	39300	40200	40200	40300	44050	43500	45950	48150	37050	
Mean	36050	36850	38400	39450	40350	42300	43550	45600	47700	49350	51550	52950	53500	55050	58550	58950	60450	62450	50700	
Supporting Data																				
Total Number	171	160	210	254	307	402	390	565	645	1670	1243	909	609	594	518	419	395	688	10149	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52050	54100	56200	58250	60350	64400	70100	75200	79550	83000	85600	87450	88700	90100	79050	2.2
Upper Quartile	0	0	0	0	48050	49950	51850	53750	55600	59200	64150	68400	71800	74300	76050	77150	77750	78100	69250	2.2
Median	0	0	0	0	44350	46050	47750	49450	51100	54300	58550	62100	64850	66750	67950	68650	68900	68850	60750	2.2
Lower Quartile	0	0	0	0	41150	42500	43850	45200	46500	48950	52350	55200	57500	59200	60400	61250	61750	62200	52750	2.2
Lower Decile	0	0	0	0	38050	39250	40450	41600	42750	44800	47550	49700	51300	52350	53000	53300	53400	53250	46100	2.2
Mean	0	0	0	0	44950	46600	48250	49850	51450	54500	58700	62300	65250	67450	69000	70050	70650	71250	62100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	52900	55000	58950	59750	60900	65250	71250	74050	76350	80400	80250	89750	90450	93350	79050	
Upper Quartile	0	0	0	0	48650	51700	52400	55100	56850	60600	64900	67550	69300	70700	71550	77700	79300	81750	69250	
Median	0	0	0	0	43400	47950	46500	50600	50950	56100	59300	61550	61600	64000	65400	68750	70850	70950	60750	
Lower Quartile	0	0	0	0	41050	43050	42550	45450	46500	50300	53650	54550	54950	55750	59550	61050	64050	63400	52750	
Lower Decile	0	0	0	0	38050	39250	39000	41600	43350	45700	48650	49000	49100	50450	52300	52900	56700	53350	46100	
Mean	0	0	0	0	44650	47900	47800	50750	51650	55850	59700	61650	62650	64400	66300	70350	72700	73350	62100	
Supporting Data																				
Total Number	4	2	19	26	41	63	91	117	151	519	437	342	259	260	314	254	249	400	3548	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71150	79300	86500	92400	96800	99700	101400	102250	102350	96000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64500	71800	78150	83200	86850	89100	90300	90700	90350	84100	2.2
Median	0	0	0	0	0	0	0	0	0	59950	66100	71250	75150	77800	79250	79850	79850	79000	74050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56050	61300	65600	68750	70800	71900	72300	72250	71450	66300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	52050	56550	60300	63150	65050	66200	66750	66850	66450	59100	2.2
Mean	0	0	0	0	0	0	0	0	0	61100	67450	72850	77050	79950	81750	82600	82850	82400	76450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	79200	79150	87500	91650	89300	92350	99800	99850	110600	96000	
Upper Quartile	0	0	0	0	0	0	0	0	0	69800	74500	76000	79450	83500	82500	92900	90100	94150	84100	
Median	0	0	0	0	0	0	0	0	0	64400	67100	72000	73250	74650	72350	80750	79050	83000	74050	
Lower Quartile	0	0	0	0	0	0	0	0	0	60150	62450	66000	65350	68750	66350	74000	72550	73700	66300	
Lower Decile	0	0	0	0	0	0	0	0	0	56600	57600	61350	57500	64000	61300	68250	67300	68700	59100	
Mean	0	0	0	0	0	0	0	0	0	65600	69000	73250	74100	76500	75350	83450	82600	86200	76450	
Supporting Data																				
Total Number	2	0	0	4	3	4	5	8	8	54	67	60	60	60	66	74	91	112	678	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52050	53850	55600	57350	59100	62400	66900	70700	73750	76050	77700	78800	79450	80000	71900	2.2
Upper Quartile	0	0	0	0	47800	49650	51450	53200	54900	58200	62550	66050	68650	70400	71400	71850	71950	71600	65550	2.2
Median	0	0	0	0	44150	45800	47450	49050	50600	53500	57400	60500	62800	64350	65200	65600	65700	65350	58200	2.2
Lower Quartile	0	0	0	0	40900	42250	43600	44850	46100	48450	51550	54000	55900	57150	57950	58350	58550	58450	51100	2.2
Lower Decile	0	0	0	0	38000	39200	40300	41400	42450	44400	46850	48750	50100	50900	51350	51450	51400	51050	45050	2.2
Mean	0	0	0	0	44800	46300	47850	49300	50750	53450	57100	60050	62300	63900	64950	65550	65800	65850	58750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53300	54750	57400	58450	60850	63300	67700	69950	70700	71800	75150	77500	80100	84800	71900	
Upper Quartile	0	0	0	0	47750	51600	51150	54450	56600	59450	63050	64950	65650	66800	69600	70950	73000	75050	65550	
Median	0	0	0	0	43100	47600	46150	50100	50550	55250	57950	60000	59350	61400	63700	65450	66750	67800	58200	
Lower Quartile	0	0	0	0	40750	42600	42250	45050	46350	49550	52750	53500	53350	54250	57800	56600	60500	60150	51100	
Lower Decile	0	0	0	0	37600	39100	38900	41400	43350	45350	47800	47900	47850	48700	51400	51400	52950	51750	45050	
Mean	0	0	0	0	44350	47550	47150	49950	51400	54750	58000	59200	59200	60800	63850	65000	66950	68350	58750	
Supporting Data																				
Total Number	2	2	19	22	38	59	86	109	143	465	370	282	199	200	248	180	158	288	2870	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

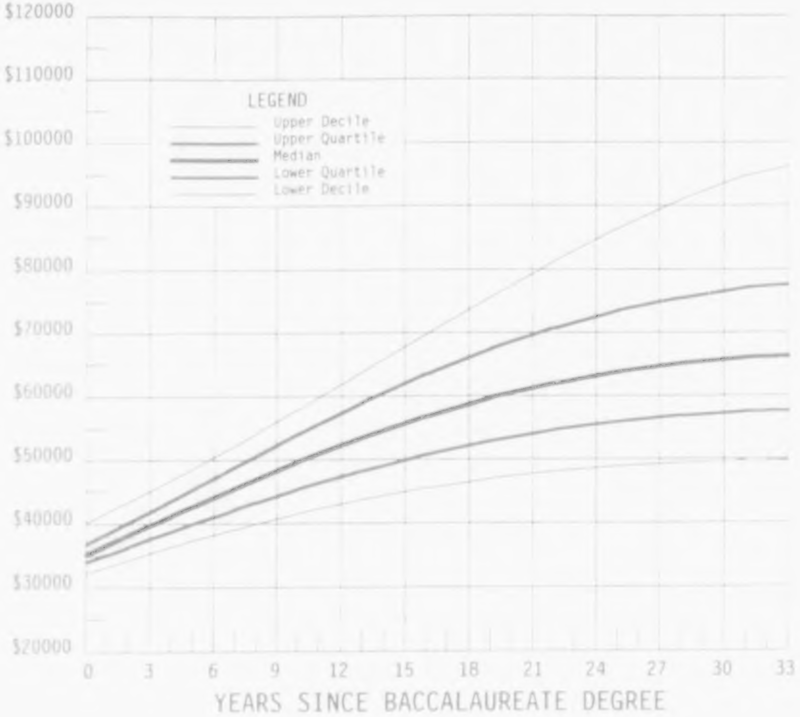
1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66250	74650	82600	89650	95500	100000	103200	105350	107650	95200	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61350	68800	75550	81300	85750	88850	90850	92000	92700	83800	2.2
Median	0	0	0	0	0	0	0	0	0	56550	62750	68100	72350	75400	77300	78300	78650	78350	71700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52350	57200	61300	64350	66400	67600	68150	68200	67700	62100	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48400	52400	55600	57900	59400	60150	60400	60350	59750	53900	2.2
Mean	0	0	0	0	0	0	0	0	0	56750	62900	68400	72950	76500	79000	80600	81550	82250	74200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	73800	86750	86000	106250	90500	101650	114000	105600	95200	
Upper Quartile	0	0	0	0	0	0	0	0	0	61000	70500	78500	77500	87900	83450	96000	93000	92300	83800	
Median	0	0	0	0	0	0	0	0	0	55100	66500	67500	69700	79000	74800	80000	80000	77500	71700	
Lower Quartile	0	0	0	0	0	0	0	0	0	51250	60350	61750	61200	70250	64250	68000	72800	66250	62100	
Lower Decile	0	0	0	0	0	0	0	0	0	48100	54100	56600	56400	62000	54350	61050	65200	58800	53900	
Mean	0	0	0	0	0	0	0	0	0	55700	64900	70000	69850	82000	73650	81500	85200	81150	74200	
Supporting Data																				
Total Number	0	0	0	1	0	1	2	5	3	21	21	23	34	25	29	28	32	41	266	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	64800	71800	78000	83150	87100	89900	91650	92650	93400	87250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	60550	67150	72900	77500	80800	82950	84150	84650	84500	76600	2.2
Median	0	0	0	0	0	0	0	0	0	56400	62100	66750	70050	72100	73000	73150	72800	71450	67300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52350	56850	60350	62700	64050	64500	64400	63950	62650	59400	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48200	51900	54750	56750	57950	58450	58500	58300	57500	52300	2.2
Mean	0	0	0	0	0	0	0	0	0	56300	61750	66300	69750	72050	73450	74050	74150	73650	68550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	74000	76800	79300	86850	87650	102500	91850	92150	87250	
Upper Quartile	0	0	0	0	0	0	0	0	0	61000	70400	71000	74500	82100	80000	92500	81250	85400	76600	
Median	0	0	0	0	0	0	0	0	0	55100	66000	65000	68350	74000	73000	72000	74500	71000	67300	
Lower Quartile	0	0	0	0	0	0	0	0	0	51250	60000	60500	59750	68750	62000	63350	66750	62350	59400	
Lower Decile	0	0	0	0	0	0	0	0	0	48100	54000	55400	55100	59600	53600	59200	63600	56950	52300	
Mean	0	0	0	0	0	0	0	0	0	55700	64650	65700	67400	73800	70900	77650	75000	73100	68550	
Supporting Data																				
Total Number	0	0	0	1	0	1	1	4	2	21	20	18	27	19	24	18	19	27	202	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

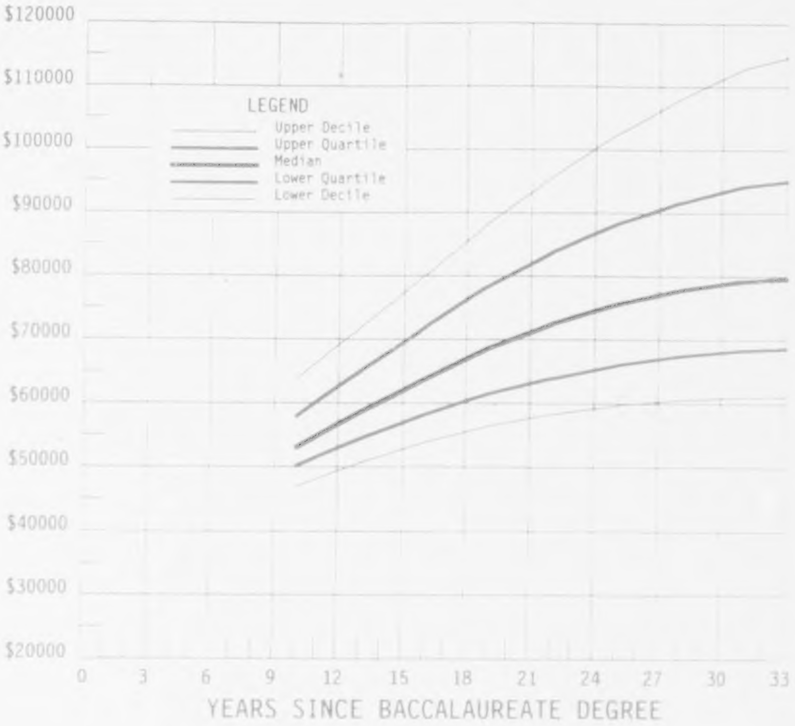
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40200	41800	43450	45150	46850	48600	50450	52250	54150	57950	63850	69800	75650	81200	86400	90950	94750	100600	74300	2.4
Upper Quartile	36750	38450	40150	41850	43600	45350	47150	48900	50600	54050	58950	63450	67400	70750	73450	75550	77100	78950	62900	2.8
Median	35250	36750	38250	39700	41200	42650	44100	45550	46950	49700	53500	56800	59650	61950	63750	65100	66000	66900	53200	3.2
Lower Quartile	34000	35200	36400	37600	38750	39900	41050	42150	43250	45350	48250	50800	52900	54600	55900	56850	57450	58000	43600	3.4
Lower Decile	32300	33350	34350	35350	36350	37300	38200	39100	39950	41550	43700	45500	46950	48050	48850	49400	49750	50050	38100	3.6
Mean	35650	37050	38450	39900	41300	42750	44200	45650	47050	49900	53950	57750	61150	64150	66600	68550	70000	71800	55400	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	40800	42100	45400	44600	45950	47650	50000	53250	54650	57400	65350	69200	76300	80100	82900	92650	101450	99500	74300	
Upper Quartile	36350	38450	42000	42150	43650	45350	47000	48050	51000	52900	59900	63100	67050	71700	72700	77300	80250	76450	62900	
Median	35150	36550	39250	39850	41600	42800	44000	44150	46900	47900	54900	57300	59450	62400	65250	66000	66000	63900	53200	
Lower Quartile	34200	34750	37000	38150	38600	40150	41200	40600	43050	43500	49150	51500	53650	56550	56950	57650	56700	53800	43600	
Lower Decile	32750	32250	35000	36000	36450	37200	38850	36400	39350	39850	44100	47000	48050	49700	50350	52400	50700	43100	38100	
Mean	36050	36750	39450	40150	41350	42750	44350	44250	47000	48450	55150	57850	61350	64700	66800	70000	71050	69000	55400	
Supporting Data																				
Total Number	104	88	104	122	120	109	100	86	81	308	368	370	313	258	236	174	123	213	3277	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	3	1	8	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

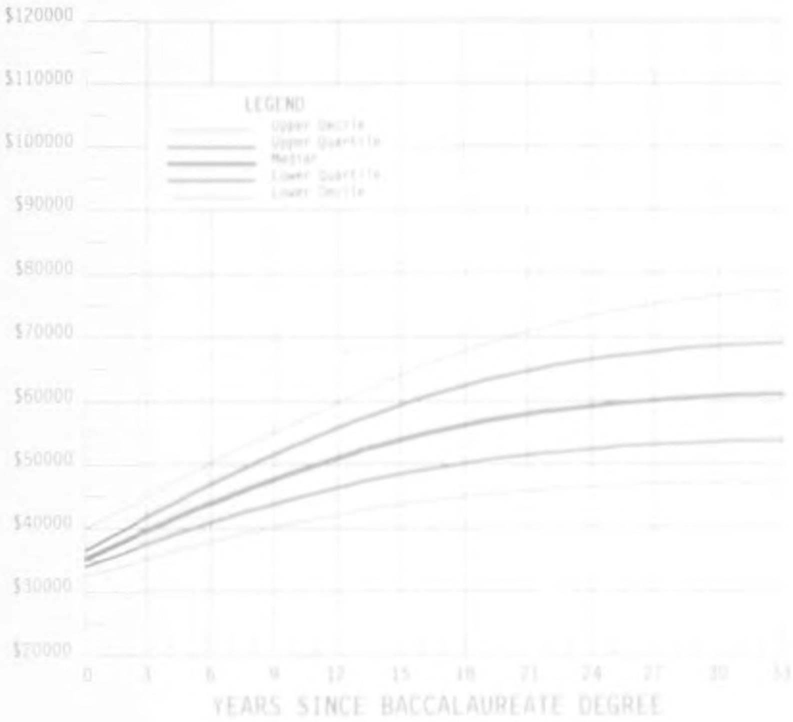
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	63750	71900	80150	88200	95700	102450	108200	112900	120050	96750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	57950	65100	71950	78300	83750	88250	91700	94250	97550	80300	2.7
Median	0	0	0	0	0	0	0	0	0	53000	58600	63850	68550	72450	75550	77750	79200	80450	68150	3.5
Lower Quartile	0	0	0	0	0	0	0	0	0	50100	54400	58200	61400	64000	66000	67450	68350	69250	57950	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	46950	50700	53900	56400	58350	59650	60500	60950	61350	51050	2.2
Mean	0	0	0	0	0	0	0	0	0	54800	60800	66450	71550	75900	79500	82200	84250	86900	72050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	63100	75100	80000	89400	91000	95000	115300	115250	122500	96750	
Upper Quartile	0	0	0	0	0	0	0	0	0	57100	65900	72250	80850	81650	83750	94400	96900	97500	80300	
Median	0	0	0	0	0	0	0	0	0	52300	59200	63000	69800	73100	74000	79000	81250	78400	68150	
Lower Quartile	0	0	0	0	0	0	0	0	0	49900	55400	56600	61600	62800	68400	69600	69800	66750	57950	
Lower Decile	0	0	0	0	0	0	0	0	0	46950	50550	53550	56450	58100	60550	61450	60900	60600	51050	
Mean	0	0	0	0	0	0	0	0	0	54450	61700	65100	72800	75100	78200	84350	85300	86100	72050	
Supporting Data																				
Total Number	1	0	1	4	3	8	9	6	9	59	81	70	80	88	70	61	49	82	681	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	3	1	7	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS: NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Total	E
Smooth Curve Data																				
Upper Decile	39950	41650	43350	45100	46800	48500	50250	51900	53600	56800	61350	65450	68950	71850	74100	75750	76800	78100	66350	3.2
Upper Quartile	36600	38350	40100	41850	43550	45250	46950	48550	50150	53150	57150	60550	63300	65450	67000	68150	68800	69450	58800	2.4
Median	35250	36750	38250	39700	41100	42550	43900	45200	46500	48900	52100	54750	56850	58450	59600	60400	60900	61300	48700	2.6
Lower Quartile	34000	35200	36400	37600	38700	39800	40900	41900	42900	44750	47150	49150	50700	51900	52750	53300	53700	54000	41900	2.8
Lower Decile	32400	33400	34350	35300	36200	37050	37900	38700	39450	40900	42700	44150	45250	46050	46650	47000	47200	47350	37100	4.0
Mean	35600	37000	38450	39850	41200	42550	43900	45200	46450	48850	52150	54950	57250	59050	60400	61400	62000	62800	51050	2.6
Raw (Unsmoothed) Statistics																				
Upper Decile	40350	42100	45250	44400	45950	46750	49500	53000	53750	55800	63000	66300	68500	71750	74650	75800	78150	74850	66350	
Upper Quartile	36200	38450	41800	42000	43650	44850	46500	47400	50000	51200	58650	61850	63050	65600	68500	68250	68750	66250	58800	
Median	35100	36550	39200	39800	41600	42550	43600	43850	46400	48800	53400	56100	57450	59400	61900	60150	59100	57100	48700	
Lower Quartile	34150	34750	37000	38100	38650	40000	41100	40500	42500	42450	48100	50550	52050	53100	54300	55550	52850	47400	41900	
Lower Decile	32750	32250	34950	35950	36450	37150	38700	36000	38950	39250	43050	46100	46000	47550	48350	50500	48450	39100	37100	
Mean	35700	36750	39150	39950	41350	42300	43900	44000	46300	47050	53350	56150	57400	59350	62000	62250	61400	58350	51050	
Supporting Data																				
Total Number	103	88	103	118	117	101	91	80	72	249	287	300	233	170	160	113	74	131	2306	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	40150	41750	43400	45050	46800	48550	50300	52150	53950	57600	63100	68700	74000	78900	83250	86950	89950	94000	72150	3.8
Upper Quartile	36650	38300	40000	41650	43350	45090	46800	48450	50150	53850	58150	62450	66200	69400	71450	73850	75250	76600	60900	3.0
Median	35250	36750	38200	39600	41050	42500	43850	45250	46600	49150	52650	55700	58250	60100	61900	63000	63600	64600	51000	3.1
Lower Quartile	34000	35150	36350	37450	38600	39700	40800	41850	42900	44900	47600	49950	51900	53450	54600	55400	56000	56600	45250	3.4
Lower Decile	32850	33350	34250	35200	35100	35950	37850	38650	39500	41000	43350	44750	46100	47100	47850	48350	48600	48850	37100	3.8
Mean	35850	37000	38400	39750	41150	42550	43950	45300	46700	49300	53200	56750	59850	62500	64700	66250	67550	68900	53300	3.3
Raw (Unsmoothed) Statistics																				
Upper Decile	39600	42150	45050	44400	45800	47500	49600	51100	56800	66750	64150	67600	75450	80750	82000	87550	88000	91000	72500	
Upper Quartile	36100	38500	41150	41000	43550	45500	46700	47850	50450	51900	56500	62200	69400	71300	73100	76000	77100	79150	63800	
Median	35100	36550	39200	39000	41400	42700	43850	43600	46950	46950	48100	54300	58200	61900	64300	63350	64100	61250	[illegible]	
Lower Quartile	34100	36700	36400	36100	38400	39600	41150	40100	43130	47150	44900	50900	52250	55400	56400	56400	59600	51250	[illegible]	
Lower Decile	30750	30750	34850	33000	35400	37000	33750	34600	39050	33150	33000	48250	46500	48900	53400	51100	[illegible]	43650	37100	
Mean	35800	37500	35000	40200	41150	42500	44150	42900	46850	47700	54500	58800	60950	64200	61250	61950	53450	53000	53950	
Supporting Data																				
Total Number	107	95	98	108	111	90	81	78	44	190	212	186	118	200	182	116	103	130	2047	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	
Less Than $25000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	61500	72000	78900	86500	90500	99400	102150	108000	118950	91750	3.3
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	57900	64150	70400	75950	81050	85150	88050	91150	92700	78100	3.3
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	53500	61900	63000	69500	71800	74850	78600	78950	79250	69300	3.4
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	49000	53800	57900	60300	62900	64650	63850	65400	65700	60400	3.3
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	46650	50100	53000	55750	57500	58750	59400	59600	59500	53350	3.3
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	54100	59900	63250	71100	78350	77800	83900	87350	88750	69400	3.3
Raw (Unsmoothed) Statistics																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Supporting Data																				
Total Number	[illegible]	[illegible]	[illegible]	4	1	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
$125,000 or More	[illegible]	[illegible]	[illegible]	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Less Than $25000	[illegible]	[illegible]	[illegible]	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	

1994 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	38900	41150	43450	45000	46500	48250	50050	51450	53100	55400	56700	58550	61800	70400	71400	73900	74150	76950	64100	3.4
Upper Quartile	36950	38750	39950	41650	43250	44800	46500	48050	49650	52700	56150	59050	61750	63650	65050	66000	66600	67100	56600	3.8
Median	35250	36750	38000	39600	40950	42250	43550	44850	46000	48250	51200	53550	55600	57050	58150	58650	59300	59650	47750	3.8
Lower Quartile	34000	35050	36150	37450	38550	39650	40600	41450	42500	44300	46550	48350	49750	50800	51500	52000	52300	52500	42900	3.3
Lower Decile	32250	33300	34050	35150	36000	36850	37900	38250	39050	40350	42350	43250	44250	44450	45250	45650	45850	45950	35400	4.3
Mean	35000	37200	38300	39700	41050	42350	43600	44850	46000	48300	51150	53900	56000	57500	58750	59500	60060	60450	49400	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	39900	41150	44600	44900	45750	46750	49250	52850	53600	55650	62900	65600	66750	71050	71100	74950	76800	71700	54100	
Upper Quartile	36100	38300	41000	41950	43500	44800	46200	46950	48700	49600	58000	62950	60950	63750	67250	67250	64250	62750	54900	
Median	35100	36250	39000	39750	41450	42550	43400	43550	46200	45600	52600	54900	55950	58100	60600	59650	59000	56600	47750	
Lower Quartile	33100	34750	36000	38050	38400	39600	41000	42050	42600	41750	47700	50000	50750	51700	54400	54200	51950	45200	40000	
Lower Decile	32750	32250	34650	35750	36400	37000	38850	34500	36500	39850	42700	45450	44050	45950	46750	43950	47500	37100	35400	
Mean	35600	36700	39100	39600	41150	42150	43750	43650	46150	46150	52750	55100	55800	58050	61200	61000	60150	58750	46600	
Supporting Data																				
Total Number	102	87	93	111	110	92	84	73	57	195	183	211	171	109	124	79	67	103	2150	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $25000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

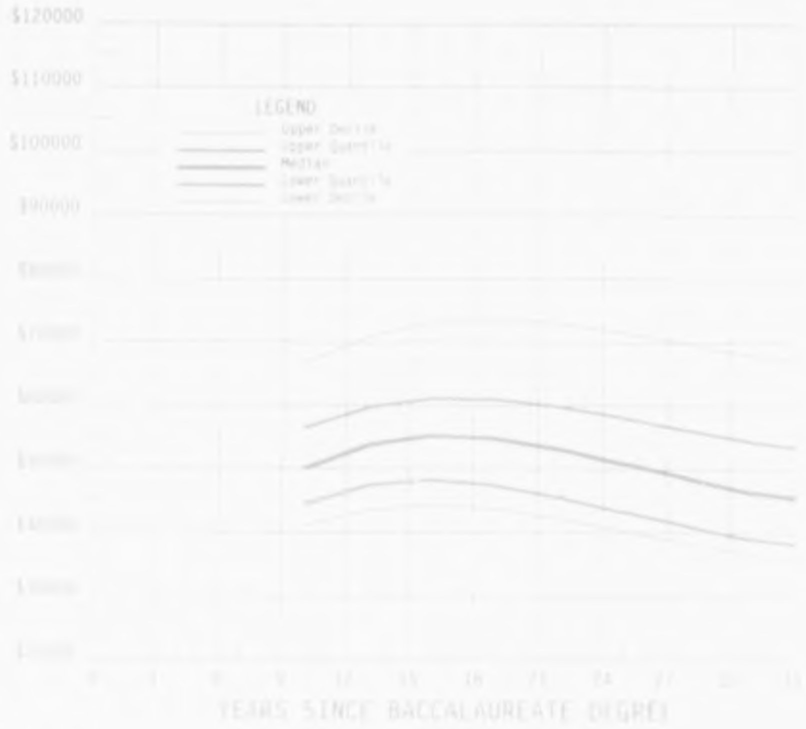
1998 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	54850	59000	65550	72400	79500	86650	93800	100150	106000	116350	83550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	50450	54650	60300	65800	70900	75500	79450	82700	85250	89050	70650	2.1
Median	0	0	0	0	0	0	0	0	48150	51800	56250	60200	63500	66150	68250	69800	70850	72000	61050	2.0
Lower Quartile	0	0	0	0	0	0	0	0	45650	48200	51550	54300	56500	58150	59400	60250	60750	61250	53100	[illegible]
Lower Decile	0	0	0	0	0	0	0	0	41900	44000	46900	49400	51450	53150	54450	55450	56150	56650	45400	[illegible]
Mean	0	0	0	0	0	0	0	0	46450	51700	56550	61050	65200	68650	71850	74350	76250	78950	64150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Supporting Data																				
Total Number	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
$100,000 or More	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Less Than $35,000	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	

1998 ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Raw (Unsmoothed) Statistics																				
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Supporting Data																				
Total Number	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
$100,000 or More	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
Less Than $35,000	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	

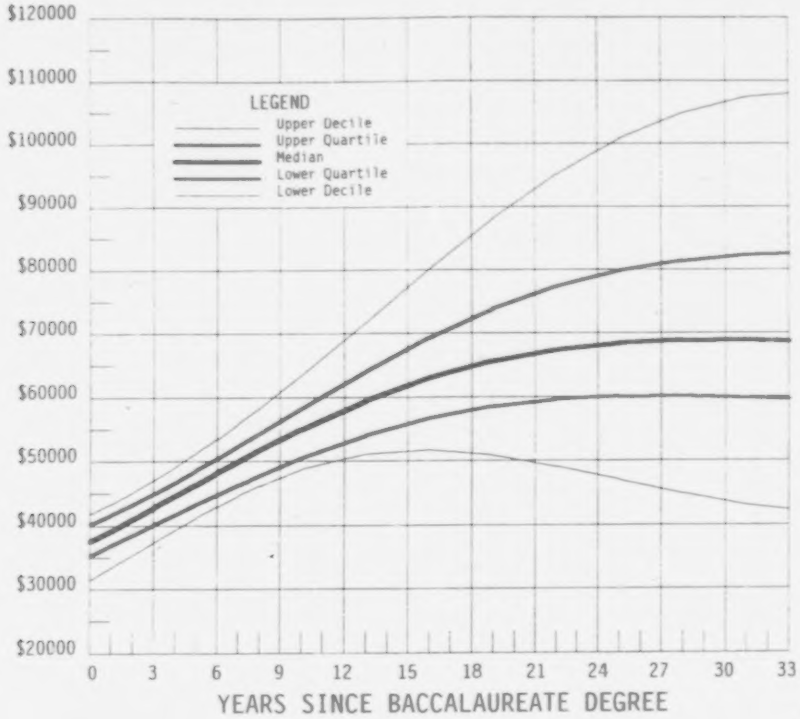
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



[illegible] ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY

Years Since B.S.	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	[illegible]	[illegible]
Smooth Curve Data																			
Upper Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	66450	70800	73950	74600	72950	71550	69800	69050	64850	[illegible]
Upper Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	56450	59600	61150	60950	59400	60050	56150	54150	51200	[illegible]
Median	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	50650	53700	55200	54400	53700	50900	46550	46400	42800	[illegible]
Lower Quartile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	44400	47400	48150	47400	45550	43250	41000	39600	35700	[illegible]
Lower Decile	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	41000	43550	44350	41700	42200	40250	36700	36550	32700	[illegible]
Mean	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	51850	55150	56750	56600	55250	53100	51150	49200	45800	[illegible]
Raw (Unsmoothed) Statistics																			
Upper Decile	[illegible]	0	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	62050	67350	84500	84850	115000	0	0	0	62400	[illegible]
Upper Quartile	[illegible]	0	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	53500	59500	65000	61850	67900	0	0	0	50600	[illegible]
Median	[illegible]	0	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	50650	51900	55250	56000	53000	0	0	0	42700	[illegible]
Lower Quartile	[illegible]	0	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	44500	44750	51100	52600	44150	0	0	0	35500	[illegible]
Lower Decile	[illegible]	0	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	0	0	[illegible]	[illegible]
Mean	[illegible]	0	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	0	0	0	[illegible]	[illegible]
Supporting Data																			
Total Number	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	34	[illegible]
[illegible] or More	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Less Than [illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

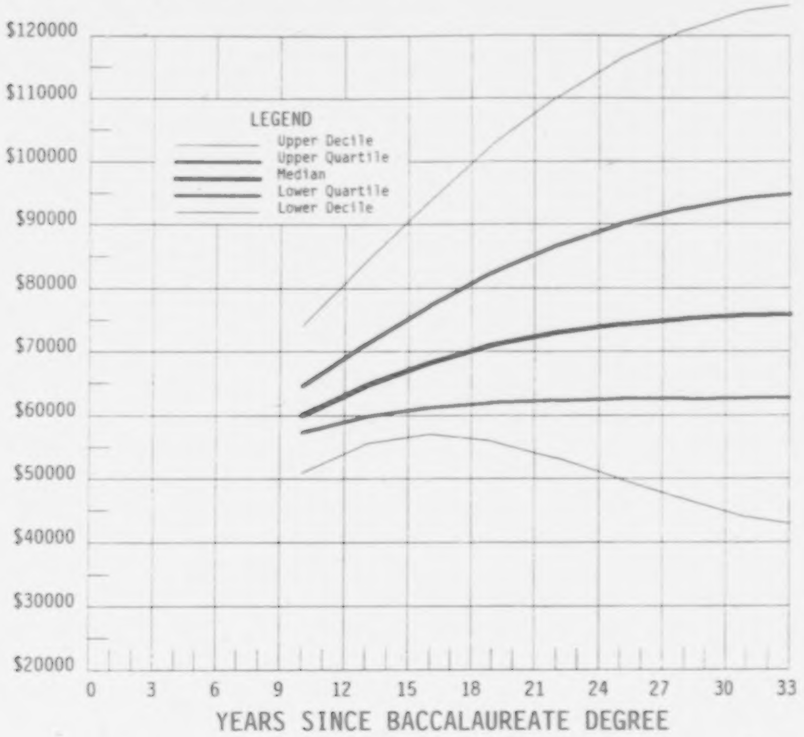
SALARY CURVES FOR ENGINEERS IN PAPER PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PAPER PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41800	43450	45200	47100	49100	51250	53500	55850	58300	63450	71700	80100	88100	95100	100750	104850	107450	109650	79400	3.8
Upper Quartile	40100	41650	43250	44950	46700	48550	50400	52350	54300	58200	64000	69300	73800	77300	79800	81400	82350	83000	65450	4.2
Median	37450	39200	41000	42800	44600	46400	48200	49950	51700	55000	59400	63000	65650	67400	68400	68850	68900	68500	52900	2.2
Lower Quartile	35250	36850	38450	40050	41650	43250	44800	46300	47750	50500	54000	56700	58550	59600	60050	60100	59850	59050	43550	2.2
Lower Decile	31500	33450	35400	37350	39300	41200	43000	44650	46200	48750	51100	51700	50850	49150	47050	44950	43100	40050	39650	2.2
Mean	37650	39250	40850	42550	44250	46000	47750	49550	51350	54900	60000	64500	68250	71100	73150	74450	75150	75700	57250	4.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42500	43800	45200	46050	48600	51300	54150	52300	57900	65750	74100	78450	82600	98000	127200	120650	95050	98250	79400	
Upper Quartile	40650	42150	43200	43850	46450	49050	50200	49350	53000	59500	67250	68450	74450	84400	75800	97000	82550	77000	65450	
Median	38950	40300	41050	41900	44250	46350	45950	47250	48800	56050	61350	61900	65250	80550	65800	83100	70500	64400	52900	
Lower Quartile	35550	39100	39450	39750	40050	43800	43150	43000	45950	49600	55050	55750	60850	67000	60050	71650	65100	53900	43550	
Lower Decile	27500	38350	38500	38300	38800	41100	41800	41650	44700	45700	51250	53450	52200	57750	45200	68450	31300	40550	39650	
Mean	37550	40700	41450	41750	43600	46150	47150	46950	50100	55850	62550	64250	67950	78100	74450	89200	72150	68750	57250	
Supporting Data																				
Total Number	44	71	56	109	71	75	48	42	50	151	97	114	118	47	83	35	38	110	1361	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	9	3	2	4	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

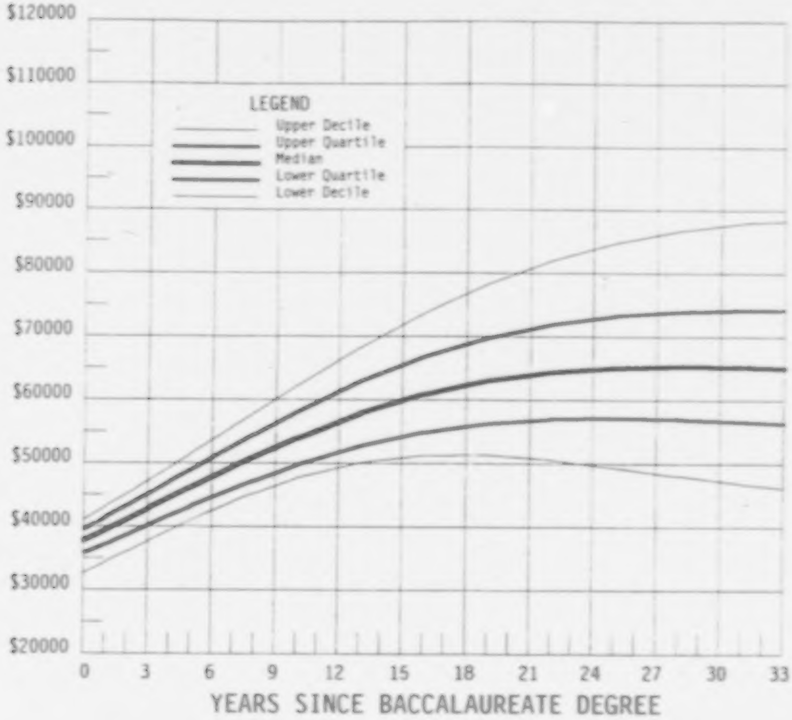
SALARY CURVES FOR ENGINEERS IN PAPER PRODUCTS
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PAPER PRODUCTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	74100	84200	93800	102550	110100	116200	120850	124100	127450	98700	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64500	71200	77250	82450	86700	90000	92500	94250	96400	81600	2.6
Median	0	0	0	0	0	0	0	0	0	59950	64600	68250	71000	72950	74300	75150	75700	76200	67350	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	57350	59850	61250	62000	62400	62600	62650	62700	62700	54550	6.4
Lower Decile	0	0	0	0	0	0	0	0	0	51000	55500	57050	55950	53300	50000	46800	44000	39600	41900	2.2
Mean	0	0	0	0	0	0	0	0	0	61400	67250	71950	75600	78300	80200	81450	82200	82850	71300	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78000	90500	89000	88550	104550	146650	134100	143400	110200	98700	
Upper Quartile	0	0	0	0	0	0	0	0	0	69500	71350	78700	75550	86950	91950	99600	91300	96250	81600	
Median	0	0	0	0	0	0	0	0	0	63200	65250	66950	66000	83100	73200	83900	67450	76000	67350	
Lower Quartile	0	0	0	0	0	0	0	0	0	57650	60650	64000	52800	81050	62750	71750	65750	58200	54550	
Lower Decile	0	0	0	0	0	0	0	0	0	52250	54400	54850	51100	76350	43300	69500	64700	35250	41900	
Mean	0	0	0	0	0	0	0	0	0	64600	68000	71700	67900	86400	83000	92900	86050	77100	71300	
Supporting Data																				
Total Number	7	1	1	18	1	9	7	1	3	16	30	37	45	22	46	22	10	37	313	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	8	3	2	3	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PAPER PRODUCTS
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PAPER PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41150	43150	45150	47250	49350	51500	53650	55800	57950	62200	68250	73700	78350	82000	84750	86700	87950	89250	70850	2.2
Upper Quartile	39500	41350	43250	45150	47050	48950	50850	52700	54550	58050	62850	66800	69800	71950	73250	73950	74200	74000	60400	2.2
Median	37750	39400	41100	42800	44500	46200	47850	49450	51000	53950	57800	60850	63050	64400	65100	65350	65250	64700	49300	2.2
Lower Quartile	35650	37150	38700	40200	41700	43150	44600	45950	47250	49700	52700	54900	56300	57000	57150	57000	56650	55700	42800	2.2
Lower Decile	32650	34350	36050	37700	39400	41000	42500	43950	45300	47650	50100	51250	51350	50600	49450	48150	46850	44550	39500	2.2
Mean	37550	39250	41000	42750	44550	46300	48000	49700	51400	54550	58700	62050	64500	66050	66950	67300	67300	66800	53050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42600	43750	44900	46300	48650	51300	54450	51950	57300	63250	70500	71650	80900	91250	78600	105850	88650	86350	70850	
Upper Quartile	40750	42050	43050	44350	46500	49200	50800	49300	52800	58850	64750	64350	74350	78350	66950	93750	80250	70100	60400	
Median	38650	40250	40950	41950	44200	46650	46600	47250	48450	55250	59450	59300	64650	68400	62400	79000	70950	61400	49300	
Lower Quartile	35050	39100	39400	39850	40050	44400	43850	42950	45850	49000	53500	55050	61200	59500	53800	71000	59100	52700	42800	
Lower Decile	27250	38350	38500	38650	38800	42350	42050	41650	44650	45200	50350	51650	58000	54500	45850	62600	30950	50050	39500	
Mean	37150	40700	41350	42350	43600	46850	47700	46900	49800	54800	60100	60600	68000	70550	63750	82550	66950	64550	53050	
Supporting Data																				
Total Number	38	71	55	91	71	66	41	41	47	134	67	77	73	25	37	13	28	73	1048	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PAPER PRODUCTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42150	43600	45200	46900	48800	50800	52900	55150	57500	62550	70550	78650	86250	92750	97850	101350	103500	105150	76350	4.0
Upper Quartile	39350	41200	43100	45050	47000	49000	50950	52900	54850	58600	63700	68100	71550	74050	75700	76700	77150	77300	63800	2.2
Median	37500	39250	41000	42800	44550	46300	48050	49750	51450	54600	58800	62150	64600	66200	67050	67350	67350	66800	51250	2.2
Lower Quartile	35300	36900	38500	40050	41600	43150	44650	46100	47500	50100	53400	55850	57450	58300	58550	58450	58150	57200	43000	2.2
Lower Decile	31800	33600	35400	37150	38900	40650	42250	43850	45300	47800	50400	51600	51550	50650	49250	47750	46300	43750	39500	2.2
Mean	37100	38900	40700	42500	44350	46200	48050	49900	51700	55150	59900	63850	66950	69100	70500	71250	71550	71500	55700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42500	43800	45400	45950	48550	51500	54150	51750	58500	64150	71500	76350	81350	91000	130750	107950	97550	96200	76350	
Upper Quartile	40650	42150	43350	43750	46500	49200	50550	49150	52750	59050	66050	67700	73900	83800	67900	90350	82200	74400	63800	
Median	38950	40300	41400	41850	44350	46000	46500	47250	48400	54950	60650	62000	64800	80600	63300	81450	70500	63150	51250	
Lower Quartile	35550	39100	39600	39750	40050	42950	43750	42950	45800	48850	54600	56550	60700	65600	54300	70600	66850	53300	43000	
Lower Decile	27500	38350	38550	38300	38750	37800	42000	41700	44600	45050	51100	53100	52000	57900	44150	68050	64750	40150	39500	
Mean	37550	40700	41650	41650	43600	45750	47550	46700	50000	54900	61350	64000	66950	76650	72000	83600	77900	66450	55700	
Supporting Data																				
Total Number	44	71	48	106	69	59	40	39	44	128	85	79	104	35	63	28	24	103	1169	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	7	1	1	2	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

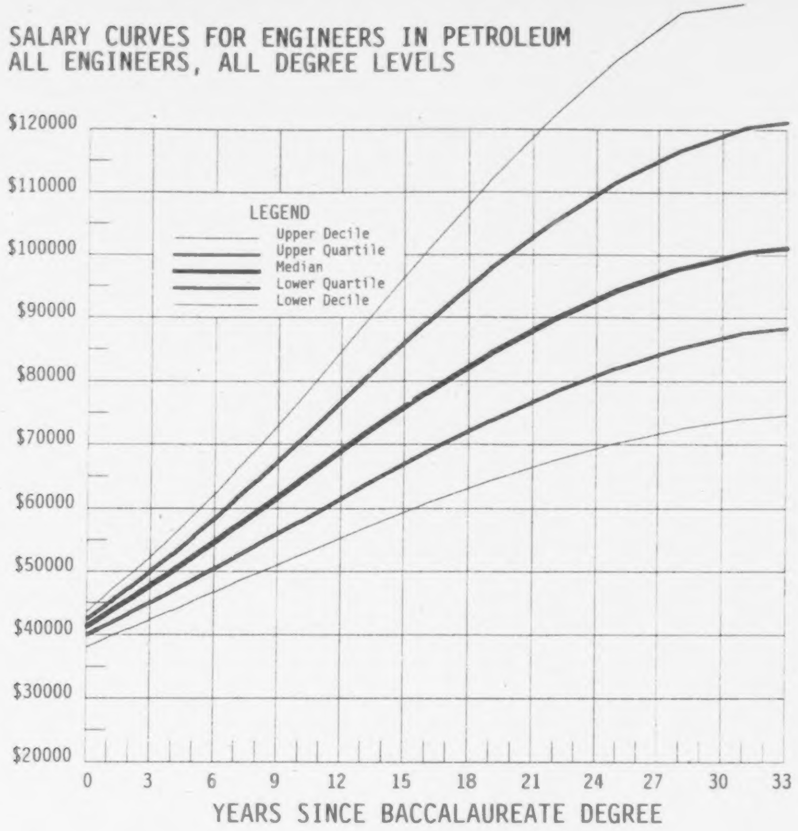
1994 ENGINEERING SALARY STATISTICS: PAPER PRODUCTS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72000	81150	89400	96300	101550	105100	107250	108300	108600	96000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62150	68450	74450	79900	84700	88800	92100	94600	97900	80100	2.6
Median	0	0	0	0	0	0	0	0	0	58100	62800	66600	69350	71100	72050	72400	72350	71700	65850	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	53650	57650	60500	62150	62750	62550	61950	61100	59250	53350	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51550	55950	57100	55550	52450	48850	45400	42500	37950	41400	2.2
Mean	0	0	0	0	0	0	0	0	0	59050	65000	69950	73750	76350	77850	78550	78700	78100	68950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78400	84550	86050	81050	98050	152700	110050	0	99800	96000	
Upper Quartile	0	0	0	0	0	0	0	0	0	69350	69850	73050	70900	84700	106250	89200	0	95750	80100	
Median	0	0	0	0	0	0	0	0	0	62000	64500	66250	64350	82900	65450	82300	0	71850	65850	
Lower Quartile	0	0	0	0	0	0	0	0	0	56800	60250	62000	52450	81150	60500	71100	0	57900	53350	
Lower Decile	0	0	0	0	0	0	0	0	0	51800	54300	54550	51000	80100	42600	69250	0	35200	41400	
Mean	0	0	0	0	0	0	0	0	0	64100	66450	69500	64600	85200	83250	85350	0	75450	68950	
Supporting Data																				
Total Number	7	1	1	18	1	9	1	1	3	13	28	30	39	18	32	18	9	35	263	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	7	1	0	2	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PAPER PRODUCTS, NON-SUPERVISORY, BS

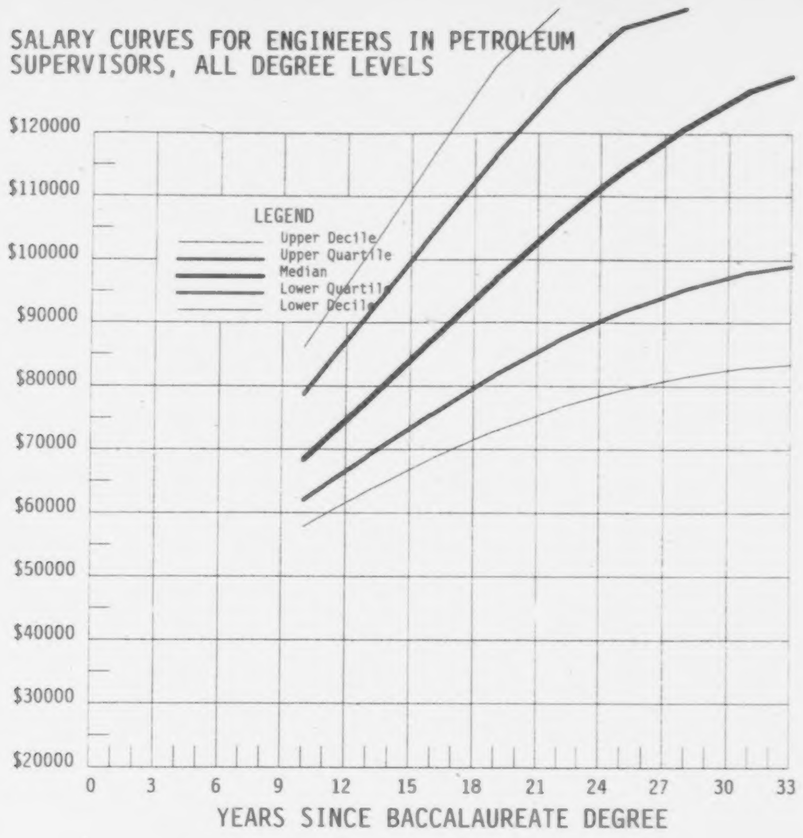
Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41000	43050	45100	47250	49350	51500	53650	55800	57900	61950	67500	72100	75600	78000	79450	80150	80350	79950	68350	2.2
Upper Quartile	39500	41350	43200	45100	47000	48850	50700	52550	54350	57750	62250	65900	68550	70300	71300	71700	71750	71200	59250	2.2
Median	37800	39450	41150	42800	44450	46050	47650	49200	50700	53500	57150	59950	61850	63050	63600	63700	63550	62850	48250	2.2
Lower Quartile	35700	37200	38700	40150	41600	43050	44400	45750	47000	49350	52300	54450	55900	56650	56850	56800	56500	55700	42350	2.2
Lower Decile	33250	34750	36200	37700	39150	40550	41950	43250	44550	46800	49600	51500	52550	52950	52850	52400	51850	50650	39400	2.2
Mean	37550	39250	41000	42700	44450	46150	47800	49450	51050	54050	57950	60950	63100	64350	65000	65150	64950	64250	51850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	42600	43750	45200	46200	48550	51550	53950	51250	58000	62250	69050	71500	81450	85000	73250	0	88500	77100	68350	
Upper Quartile	40750	42050	43300	44150	46500	49400	50400	49100	52450	58400	63550	64300	74500	75350	65650	0	82200	68500	59250	
Median	38650	40250	41350	41900	44300	46400	46350	47250	48000	54300	58600	59200	65150	65000	61600	0	71500	60500	48250	
Lower Quartile	35050	39100	39600	39850	40000	43900	43650	42900	45700	48400	52900	56200	61350	58800	53600	0	69100	52500	42350	
Lower Decile	27250	38350	38550	38700	38750	42000	41950	41700	44550	44600	50250	49000	58350	53000	45550	0	65800	50050	39400	
Mean	37150	40700	41550	42250	43600	46550	47450	46650	49650	53850	58900	60600	68400	66950	60500	0	75700	61700	51850	
Supporting Data																				
Total Number	38	71	48	88	68	51	39	38	41	115	58	49	65	16	31	9	16	67	906	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PETROLEUM
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PETROLEUM

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43700	46500	49400	52400	55600	58900	62300	65800	69400	76900	88600	100400	111800	122200	131200	138500	143900	150200	116000	3.0
Upper Quartile	42350	44800	47350	50000	52700	55500	58400	61350	64350	70500	79850	89050	97700	105300	111700	116650	120200	123900	95150	3.2
Median	41250	43400	45550	47750	50000	52350	54650	57050	59400	64200	71350	78100	84300	89750	94300	97850	100400	103300	76100	3.0
Lower Quartile	39900	41600	43300	45050	46800	48600	50450	52300	54150	57850	63400	68750	73750	78250	82100	85250	87650	90650	57650	2.8
Lower Decile	38100	39500	40950	42350	43800	45250	46750	48200	49650	52550	56750	60750	64350	67550	70300	72450	74100	76100	47850	2.8
Mean	41250	43350	45500	47750	50000	52350	54750	57200	59650	64650	72200	79600	86500	92650	97900	102100	105150	108700	79450	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	49150	52850	55050	58600	62050	66000	70550	76350	89750	98200	112900	120700	133550	138050	148100	146300	116000	
Upper Quartile	0	45700	46950	49900	52500	54950	57650	60600	64050	70000	80600	89450	97150	109150	113400	113950	119850	119900	95150	
Median	0	44300	45050	48000	50450	51450	54000	55600	57100	64300	72150	79950	82700	90800	96050	94850	99800	102950	76100	
Lower Quartile	0	42100	42800	45450	47600	47600	50650	51950	51750	57700	63300	72300	72100	77300	82100	85500	85850	91900	57650	
Lower Decile	0	40000	41150	43100	42950	44150	47450	48500	48450	52100	56700	62850	64100	66450	69550	75050	73100	75250	47850	
Mean	0	43750	45000	47900	50300	51700	54000	56400	58700	64300	72850	80950	85550	93350	99050	100950	105100	106850	79450	
Supporting Data																				
Total Number	22	51	103	122	112	92	65	72	91	233	406	318	294	282	268	225	192	221	3169	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	3	12	32	30	36	39	153	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

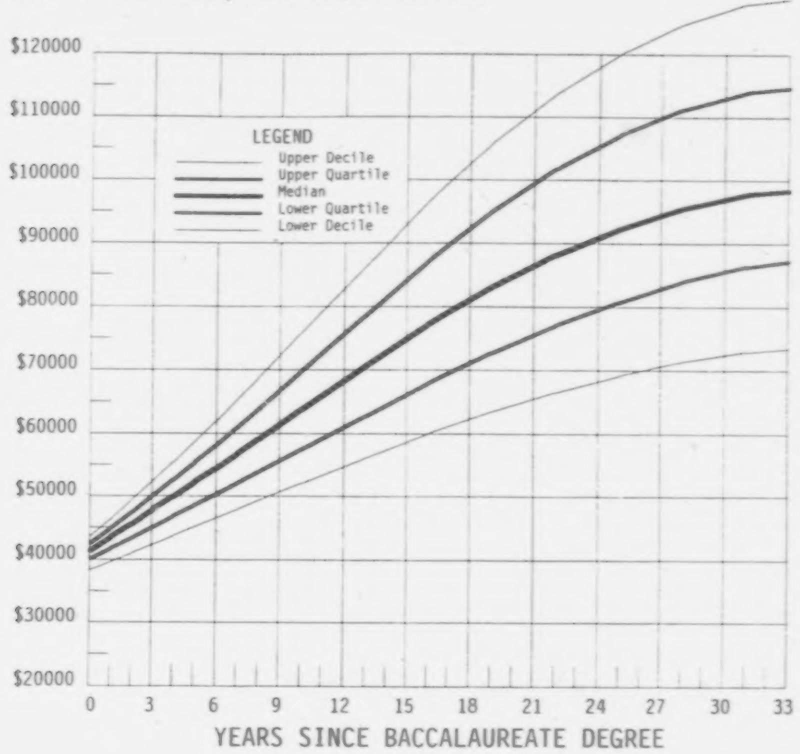


SALARY CURVES FOR ENGINEERS IN PETROLEUM
SUPERVISORS, ALL DEGREE LEVELS

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	86000	101150	116300	130650	143350	153950	162200	168150	174900	153350	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	78700	91300	104100	116400	127450	136800	144100	149450	156200	123050	2.2
Median	0	0	0	0	0	0	0	0	0	68350	77650	87250	96750	105750	113950	121050	126850	135800	97650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	62000	68900	75550	81700	87150	91700	95350	98100	102000	78900	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57850	63500	68550	72950	76550	79350	81500	83000	84600	66150	3.0
Mean	0	0	0	0	0	0	0	0	0	71100	80850	90450	99550	107700	114700	120350	124700	130700	103200	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	87100	100950	117900	121900	145050	161800	164750	165100	167550	153350	
Upper Quartile	0	0	0	0	0	0	0	0	0	81100	92600	107200	109150	120400	142050	149400	150250	156350	123050	
Median	0	0	0	0	0	0	0	0	0	66150	79250	91600	90050	106550	112550	123950	125550	137750	97650	
Lower Quartile	0	0	0	0	0	0	0	0	0	59350	69850	81700	77550	88650	84050	101400	100950	102900	78900	
Lower Decile	0	0	0	0	0	0	0	0	0	56100	62450	74100	72200	76300	76450	84000	84650	83100	66150	
Mean	0	0	0	0	0	0	0	0	0	70500	81750	93900	94000	106700	114650	123900	124400	130950	103200	
Supporting Data																				
Total Number	0	0	0	0	0	1	3	2	10	21	56	41	42	62	60	42	33	30	405	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	10	23	21	17	20	93	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PETROLEUM NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43600	46400	49350	52350	55450	58700	62000	65350	68800	75800	86300	96450	105700	113650	120050	124800	128050	131150	109800	3.4
Upper Quartile	42450	44850	47350	49950	52600	55300	58100	60950	63850	69700	78550	87050	94900	101650	107150	111250	114000	116700	91500	3.4
Median	41400	43500	45600	47750	49950	52200	54450	56750	59100	63750	70600	77100	83000	88150	92300	95500	97700	100050	73300	3.2
Lower Quartile	40100	41700	43350	45050	46800	48500	50300	52050	53850	57400	62750	67850	72700	77000	80800	83950	86400	89750	55400	2.6
Lower Decile	38350	39650	41000	42400	43750	45150	46550	47900	49300	52050	56100	59950	63450	66550	69200	71350	72950	74950	47150	2.8
Mean	41350	43400	45500	47700	49900	52150	54450	56800	59150	63900	70950	77750	84050	89550	94200	97850	100550	103600	75950	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46500	49150	52850	55050	58450	61400	66150	68850	75000	86250	94800	110300	117150	120400	120400	132950	124750	109800	
Upper Quartile	0	45700	46950	49900	52500	54900	57000	60800	62700	69500	79150	87650	96050	104200	107400	105700	114800	115700	91500	
Median	0	44300	45050	48000	50450	51450	53800	55600	56550	64200	71400	78750	81950	87800	94050	92000	97800	100550	73300	
Lower Quartile	0	42100	42800	45450	47600	47700	50500	51800	51700	57500	62500	71150	70900	75400	81500	84350	84500	91150	55400	
Lower Decile	0	40000	41150	43100	42950	44150	47350	48350	48750	51600	56200	61400	63250	64850	69000	73250	72450	74500	47150	
Mean	0	43750	45000	47900	50300	51550	53600	56400	57950	63650	71400	79050	84150	89550	94600	95650	101050	103050	75950	
Supporting Data																				
Total Number	22	51	103	122	112	91	62	70	82	212	349	277	252	219	208	182	159	191	2764	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	10	10	19	18	59	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43900	46600	49450	52450	55600	58900	62300	65850	69500	77100	88850	100600	111550	121050	128700	134450	138400	142950	108050	2.2
Upper Quartile	42150	44700	47300	50050	52850	55700	58600	61600	64650	70750	79900	88700	96750	103700	109400	113750	116750	119950	87950	3.2
Median	41000	43200	45400	47700	50000	52350	54700	57100	59500	64300	71300	77800	83650	88600	92600	95600	97650	99850	71000	3.2
Lower Quartile	39600	41300	43100	44850	46700	48550	50400	52250	54100	57850	63250	68300	72750	76500	79500	81650	83150	84550	53300	3.4
Lower Decile	37750	39250	40750	42250	43800	45300	46800	48300	49800	52700	56750	60250	63200	65550	67200	68350	69050	69650	45800	3.8
Mean	40950	43150	45400	47700	50050	52450	54900	57350	59850	64850	72250	79250	85600	91100	95600	99000	101400	103900	74100	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43950	46450	49050	52650	55300	58900	62050	66200	71500	78500	89050	97500	110950	122450	129000	130600	139250	146800	108050	
Upper Quartile	43200	45600	46750	49850	52600	55050	58650	61900	63800	70850	80200	89150	95100	110600	107850	108350	113850	119450	87950	
Median	41950	44200	44900	47700	50200	50950	54750	56650	56250	64850	72100	80050	81200	91100	91350	92150	96400	100350	71000	
Lower Quartile	40200	41950	42700	45150	47450	46600	51050	51750	51300	57250	63400	72200	72200	76700	78050	81800	81500	82750	53300	
Lower Decile	38150	39900	41100	42800	42200	43800	47650	49050	48050	51850	56800	63150	64550	67350	64550	70450	65500	65950	45800	
Mean	42250	43600	44900	47650	50300	51600	54700	56950	58550	64700	72750	80500	84200	94150	94900	96800	99100	103100	74100	
Supporting Data																				
Total Number	22	49	98	105	88	56	46	43	70	163	316	206	171	174	131	86	80	92	1997	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	12	14	10	11	16	64	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	84600	99950	115500	130200	142800	152650	159550	163800	167400	144000	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	78550	90150	101600	112200	121400	128850	134400	138300	142850	113800	2.2
Median	0	0	0	0	0	0	0	0	0	67800	75900	83900	91550	98500	104550	109600	113600	119500	89700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	62150	68700	74600	79650	83700	86750	88900	90300	91800	74900	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	57400	62400	66600	69800	72100	73550	74350	74700	74600	63400	2.2
Mean	0	0	0	0	0	0	0	0	0	70850	79850	88500	96300	103000	108350	112350	115200	118700	96200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	89050	98850	115850	116650	151700	156650	158900	157450	166200	144000	
Upper Quartile	0	0	0	0	0	0	0	0	0	82550	92300	102050	99600	122450	129150	134750	131100	153050	113800	
Median	0	0	0	0	0	0	0	0	0	68300	77900	84200	82900	104450	99800	110000	102200	131050	89700	
Lower Quartile	0	0	0	0	0	0	0	0	0	59100	69750	79850	76400	86750	78900	92750	86500	97200	74900	
Lower Decile	0	0	0	0	0	0	0	0	0	55400	62550	72650	71800	69750	67600	80700	72200	78250	63400	
Mean	0	0	0	0	0	0	0	0	0	72050	80950	90250	88200	106250	105850	112950	109000	125050	96200	
Supporting Data																				
Total Number	0	0	0	0	0	1	3	2	10	16	51	27	26	45	38	23	14	23	279	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	10	10	7	4	13	45	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43550	46400	49300	52350	55500	58700	62000	65350	68800	75750	86100	96000	104950	112600	118700	123200	126250	129150	99500	3.4
Upper Quartile	42100	44650	47300	49950	52750	55550	58400	61300	64250	70100	78700	86700	93800	99750	104450	107900	110200	112400	84150	3.4
Median	41100	43250	45400	47650	49900	52200	54550	56850	59200	63850	70600	76850	82350	87050	90800	93600	95550	97600	68200	3.2
Lower Quartile	39650	41350	43100	44900	46650	48450	50300	52100	53900	57450	62600	67300	71400	74850	77500	79450	80750	82000	51650	3.4
Lower Decile	37850	39300	40800	42250	43750	45200	46700	48100	49550	52250	56050	59300	62000	64050	65600	66600	67250	67750	45200	3.8
Mean	41050	43200	45400	47600	49900	52200	54550	56900	59250	64000	70950	77400	83150	88000	91850	94650	96550	98350	70500	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	43950	46450	49050	52650	55300	58600	61400	66300	69200	75800	84750	95350	109550	118100	117600	116200	129300	121700	99500	
Upper Quartile	43200	45600	46750	49850	52600	54900	58100	62250	61900	70100	78950	88100	94850	105850	99550	98350	110900	112250	84150	
Median	41950	44200	44900	47700	50200	50950	54400	56850	55500	64600	71350	78900	81050	87600	90450	88900	95850	98050	68200	
Lower Quartile	40200	41950	42700	45150	47450	46700	50800	51600	51250	57000	62400	71300	71050	75100	77050	79150	80750	77500	51650	
Lower Decile	38150	39900	41100	42800	42200	43750	47500	48900	48400	51350	56150	61400	64150	65900	62100	69750	64100	63250	45200	
Mean	42250	43600	44900	47650	50300	51250	54150	57000	57500	63900	71150	79050	83450	89900	90450	91000	97000	95850	70500	
Supporting Data																				
Total Number	22	49	98	105	88	55	43	41	60	147	265	180	145	129	93	63	66	69	1719	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	3	7	3	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	51800	55050	58500	62000	65650	69400	77200	89250	101300	112800	123150	131800	138600	143450	148600	120350	3.2
Upper Quartile	0	0	0	49200	51950	54750	57650	60600	63650	69900	79450	88950	97900	105950	112700	117950	121700	125750	102800	3.2
Median	0	0	0	47650	49850	52050	54350	56700	59050	63800	71000	78050	84700	90700	95900	100150	103400	107450	84900	2.8
Lower Quartile	0	0	0	46150	47800	49500	51250	53000	54750	58300	63700	69000	74050	78800	83100	86750	89800	94350	63700	2.4
Lower Decile	0	0	0	42350	43450	44600	45750	46950	48150	50650	54700	58900	63300	67800	72250	76500	80400	87450	52200	2.2
Mean	0	0	0	47600	49850	52150	54500	56900	59350	64350	71950	79550	86800	93450	99300	104100	107800	112500	86250	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	54550	53400	57850	64100	61400	65700	75100	93150	102150	113800	118050	143000	139400	148700	133300	120350	
Upper Quartile	0	0	0	50750	52300	54500	54750	57650	61250	65700	83750	90900	98250	106700	118250	115700	121150	118050	102800	
Median	0	0	0	48950	51000	51800	52550	54800	57550	60900	72600	81250	83000	89500	100350	97350	105250	104700	84900	
Lower Quartile	0	0	0	47800	48750	50150	50100	53050	52350	57100	62300	74200	70500	78850	84650	86550	89800	93900	63700	
Lower Decile	0	0	0	47100	45150	45000	37950	43800	50350	51850	55550	62500	62350	63550	70250	78550	81600	88500	52200	
Mean	0	0	0	49600	50350	51750	52150	54750	57250	62000	73750	82350	86000	91300	103700	103050	109050	108050	86250	
Supporting Data																				
Total Number	0	3	5	16	23	35	19	24	18	41	81	100	110	85	99	101	71	82	914	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	15	14	14	10	55	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	51950	55100	58400	61750	65150	68650	75800	86550	96850	106350	114550	121250	126350	129950	133650	116300	3.2
Upper Quartile	0	0	0	49350	51950	54600	57350	60150	63000	68850	77750	86550	94800	102150	108350	113150	116600	120250	98400	3.2
Median	0	0	0	47800	49900	52000	54150	56350	58550	63050	69850	76550	82850	88600	93600	97700	100850	104800	82050	2.8
Lower Quartile	0	0	0	46450	47950	49500	51050	52650	54250	57450	62400	67300	72150	76750	81000	84800	88050	93450	61800	2.2
Lower Decile	0	0	0	42500	43500	44500	45600	46700	47800	50200	54000	58100	62400	66900	71400	75800	79900	87400	51650	2.2
Mean	0	0	0	47800	49900	52000	54200	56450	58700	63300	70350	77350	84050	90250	95650	100200	103650	108100	83000	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	54550	53400	57850	64100	61400	65700	74100	91700	94200	109150	114800	121000	123250	145750	123400	116300	
Upper Quartile	0	0	0	50750	52300	54500	54750	57650	61250	65650	81950	87650	96250	99650	110800	110850	119850	115850	98400	
Median	0	0	0	48950	51000	51800	52550	54800	57550	60600	72000	79250	80350	87200	96750	95650	103650	103200	82050	
Lower Quartile	0	0	0	47800	48750	50150	50100	53050	52350	56650	62000	71700	69050	74150	81850	85550	89100	93450	61800	
Lower Decile	0	0	0	47100	45150	45000	37950	43800	50350	51400	55550	60800	61400	62500	69250	77850	81550	88150	51650	
Mean	0	0	0	49600	50350	51750	52150	54750	57250	61500	72550	79300	83550	87600	96400	99350	107750	105600	83000	
Supporting Data																				
Total Number	0	3	5	16	23	35	19	24	18	36	75	86	94	69	78	90	64	77	814	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	7	11	5	27	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

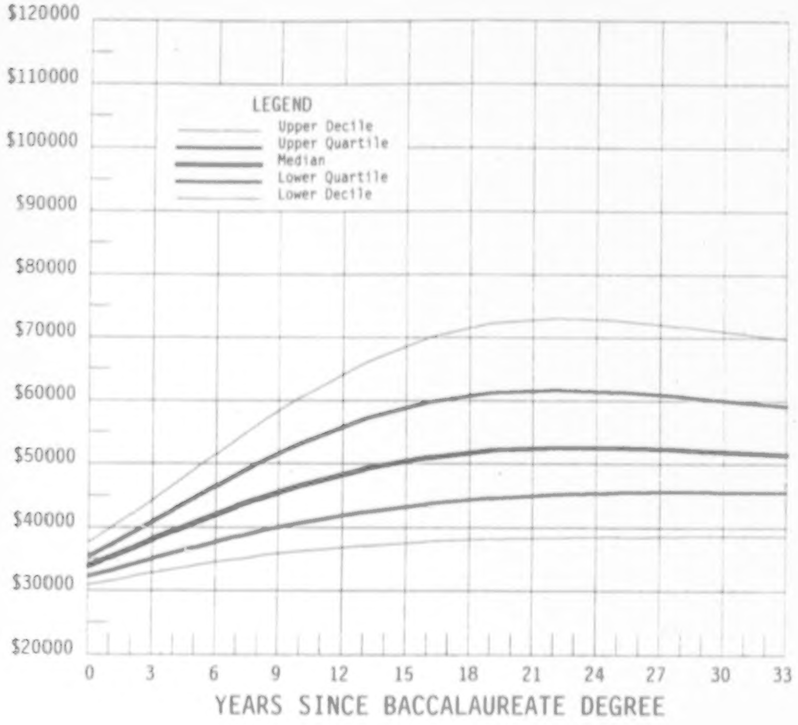
1994 ENGINEERING SALARY STATISTICS: PETROLEUM, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	94350	106250	118150	129450	139800	148650	163300	136700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	88300	97400	105800	113150	119250	124100	131150	112400	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	81050	87400	92700	96800	99800	101850	104200	92350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	72800	77800	82050	85450	88050	89950	92450	74750	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	67650	72200	76050	79100	81450	83150	85400	65800	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	81650	89000	95500	101050	105450	108850	113600	96750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71600	0	86300	121100	118250	122750	146400	156450	156100	136700	
Upper Quartile	0	0	0	0	0	0	0	0	0	69500	0	78050	109700	108150	111950	118350	128600	127750	112400	
Median	0	0	0	0	0	0	0	0	0	66200	0	74100	94350	96300	98150	93800	104850	103900	92350	
Lower Quartile	0	0	0	0	0	0	0	0	0	61900	0	66100	86950	79850	87300	87300	86250	95000	74750	
Lower Decile	0	0	0	0	0	0	0	0	0	57250	0	62450	80100	72750	79850	84600	80200	85900	65800	
Mean	0	0	0	0	0	0	0	0	0	65150	0	76750	99100	94700	101300	105000	110050	112150	96750	
Supporting Data																				
Total Number	0	0	0	0	0	1	1	5	3	29	9	12	14	23	38	37	41	47	258	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	3	6	11	12	34	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	0	92200	102250	111650	120050	127200	132950	141600	120750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	0	87150	95050	101900	107450	111750	114900	118850	105200	2.2
Median	0	0	0	0	0	0	0	0	0	0	0	80750	86550	91150	94450	96700	98050	99200	88800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	0	72600	77500	81550	84800	87200	88950	91200	73150	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	0	67300	71550	75100	77850	79900	81300	83050	65200	2.2
Mean	0	0	0	0	0	0	0	0	0	0	0	80550	87000	92500	96950	100300	102700	105750	91800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71600	0	86300	117750	117450	122900	116600	119400	152400	120750	
Upper Quartile	0	0	0	0	0	0	0	0	0	69500	0	78050	106900	106150	112300	104000	108400	122550	105200	
Median	0	0	0	0	0	0	0	0	0	66200	0	74100	93700	95450	98200	89450	95000	101400	88800	
Lower Quartile	0	0	0	0	0	0	0	0	0	61900	0	66100	86500	79150	87200	86400	83150	94000	73150	
Lower Decile	0	0	0	0	0	0	0	0	0	57250	0	62450	79750	72450	79700	82400	73900	85600	65200	
Mean	0	0	0	0	0	0	0	0	0	65150	0	76750	96450	93550	101350	94350	95450	109900	91800	
Supporting Data																				
Total Number	0	0	0	0	0	1	1	5	3	29	9	12	13	21	37	28	28	44	232	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	3	0	1	10	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

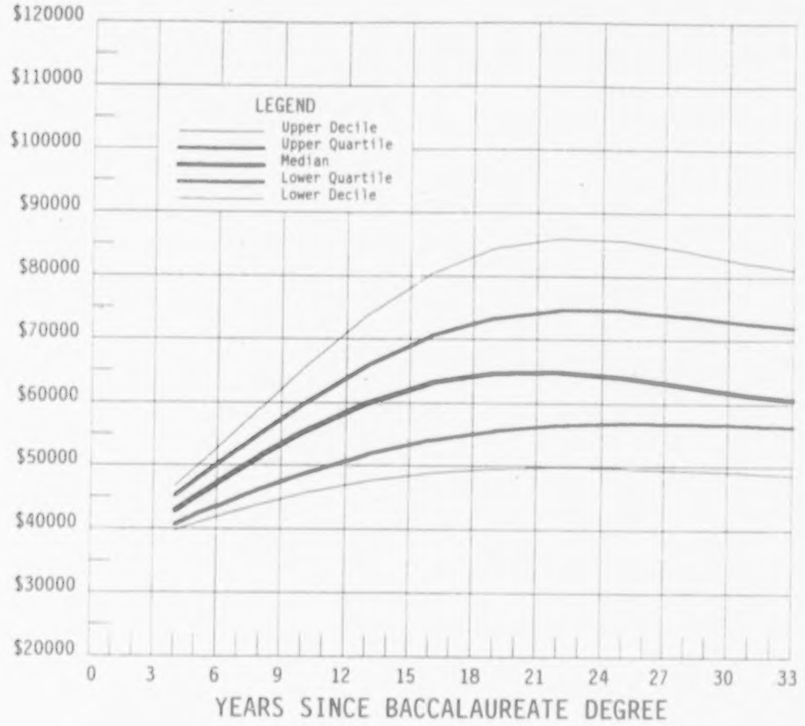
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37550	39800	42100	44400	46800	49200	51550	53900	56200	60500	66000	70000	72250	73050	72750	71800	70600	67950	63600	2.2
Upper Quartile	35300	37150	39050	40900	42800	44700	46550	48300	50050	53200	57100	59750	61250	61700	61400	60650	59750	57850	52950	2.2
Median	33850	35250	36650	38050	39450	40750	42050	43300	44500	46600	49200	51000	52100	52500	52500	52200	51750	50750	45450	2.2
Lower Quartile	32200	33150	34150	35050	36000	36850	37700	38550	39300	40700	42450	43750	44700	45250	45550	45650	45600	45400	39500	2.2
Lower Decile	30850	31550	32200	32850	33450	34000	34550	35000	35500	36250	37150	37800	38200	38400	38550	38600	38650	38650	34400	5.6
Mean	33650	35200	36700	38250	39750	41200	42650	44050	45350	47800	50850	53000	54300	54850	54900	54600	54100	53000	48000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	42250	41700	47150	46950	50400	50100	54600	56700	61200	67250	71750	67200	71700	69900	66850	62750	81650	63600	
Upper Quartile	33600	37300	39000	42800	44550	45650	44050	49250	50150	51700	58600	65450	55450	59450	64050	61900	53950	60150	52950	
Median	33050	33200	36600	40150	41200	42500	40400	42450	44750	46800	48950	50750	49700	50650	57400	56700	46350	49550	45450	
Lower Quartile	32450	32000	34350	35500	36800	38400	33900	37600	41450	42000	41650	43500	44450	44200	45400	49500	43000	45050	39500	
Lower Decile	32150	30700	31150	34350	34450	31450	32150	34900	38100	37350	37150	38950	39400	36400	39450	41150	38450	33650	34400	
Mean	33150	34750	36600	39750	40850	41900	40200	43800	46000	47800	50650	54100	51750	57000	55650	55550	49950	53150	48000	
Supporting Data																				
Total Number	41	51	78	83	101	106	105	121	88	316	237	167	160	137	134	92	41	96	2154	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0	0	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

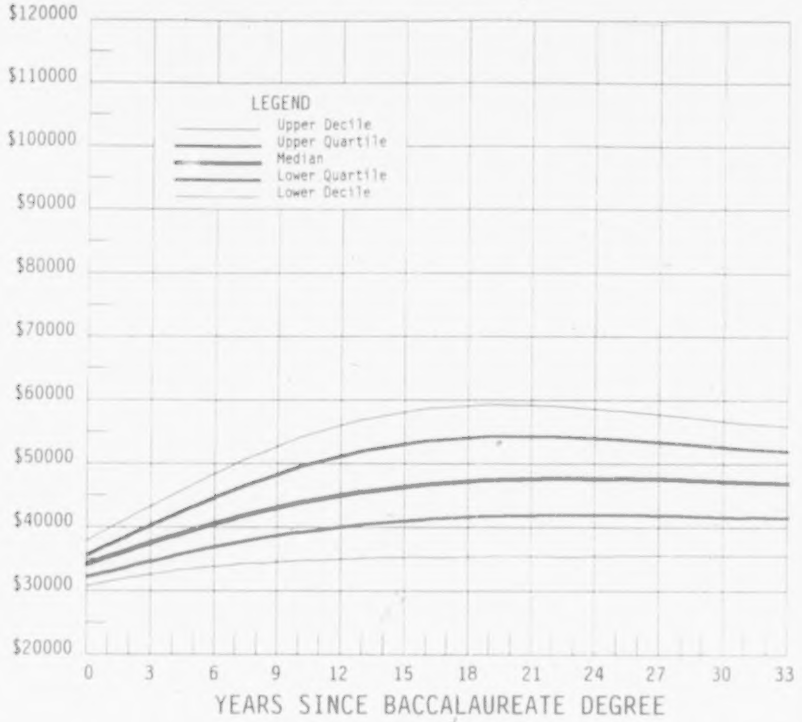
SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	46600	49650	52750	55900	59100	65350	73850	80400	84450	86000	85700	84200	82200	77950	74550	2.2
Upper Quartile	0	0	0	0	45200	47650	50150	52600	55050	59750	65900	70500	73400	74600	74600	73750	72600	69900	65750	2.2
Median	0	0	0	0	42750	44950	47150	49300	51400	55250	60000	63150	64700	64850	64050	62750	61300	58450	58150	2.2
Lower Quartile	0	0	0	0	40700	42150	43550	44900	46250	48650	51750	54100	55600	56500	56850	56800	56550	55800	48750	2.2
Lower Decile	0	0	0	0	39650	40800	41850	42900	43850	45550	47550	48850	49600	49850	49700	49400	49000	48100	43650	2.2
Mean	0	0	0	0	43200	45350	47500	49600	51650	55550	60500	64100	66250	67050	66850	66100	65050	62800	59550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46900	50450	52350	59750	59400	70500	66300	78000	75400	143350	71400	72550	95500	88650	74550	
Upper Quartile	0	0	0	0	45850	46050	50850	58350	57450	63350	61450	71150	72350	74150	69250	66650	73000	85600	65750	
Median	0	0	0	0	44100	43700	45600	53000	52050	59250	54750	66650	60800	61300	64250	63350	57000	62600	58150	
Lower Quartile	0	0	0	0	42450	42300	43250	51150	48400	48850	50400	52300	51450	57150	60950	59200	49800	55550	48750	
Lower Decile	0	0	0	0	41450	41450	41900	50000	44150	46050	45700	47050	46550	52000	52150	49850	47700	47600	43650	
Mean	0	0	0	0	44250	45250	46750	55550	52400	57800	56100	63950	61350	76150	64350	62800	63250	67200	59550	
Supporting Data																				
Total Number	0	0	8	8	19	30	29	22	29	75	55	81	53	52	62	37	10	33	601	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0	0	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN PRECISION INSTRUMENTS
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	39750	41550	43350	45100	46800	48450	50000	51450	54050	56950	58700	59300	59150	58400	57400	56350	54300	54000	2.2
Upper Quartile	35550	37150	38700	40250	41750	43250	44650	45950	47200	49450	52000	53600	54300	54300	53850	53150	52350	50800	48550	2.2
Median	34150	35300	36400	37500	38550	39600	40550	41450	42300	43800	45600	46800	47500	47750	47700	47500	47150	46450	42650	2.2
Lower Quartile	32100	32950	33800	34650	35400	36150	36850	37500	38100	39200	40450	41250	41750	41950	41950	41800	41600	41150	37350	2.2
Lower Decile	30800	31500	32100	32650	33100	33500	33850	34150	34400	34800	35150	35350	35400	35450	35500	35500	35500	35500	33350	7.8
Mean	33900	35200	36400	37600	38800	39900	40950	41950	42900	44500	46350	47500	48000	48000	47700	47200	46650	45550	43500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	42250	39900	47450	47000	50400	43850	49800	49100	52150	67400	52650	55050	54900	59100	59100	55250	58050	54000	
Upper Quartile	33600	37300	37850	43000	43700	45450	41100	43850	47050	49600	56700	50100	51150	49900	56600	57150	48650	52850	48550	
Median	33050	33200	36200	41000	39750	40400	38100	41450	42650	44400	45800	43950	47350	47250	46250	51800	45050	47300	42650	
Lower Quartile	32450	32000	34100	35300	35950	36400	33100	36750	40000	41000	40200	40000	42300	39300	40500	45200	41900	41600	37350	
Lower Decile	32150	30700	31000	34250	34200	29750	31650	34600	37050	36550	36300	36450	38150	31950	38300	39150	36750	25550	33350	
Mean	33150	34750	35900	39800	40100	40600	37700	41250	42900	44700	49000	44750	47000	45450	48200	50800	45500	45850	43500	
Supporting Data																				
Total Number	41	51	70	75	82	76	76	100	60	241	183	86	107	85	72	56	31	63	1553	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37850	39700	41600	43500	45450	47350	49250	51150	53000	56550	61250	65000	67800	69550	70500	70800	70750	70000	61450	2.2
Upper Quartile	36000	37600	39200	40800	42400	44000	45550	47000	48450	51150	54600	57150	58900	59850	60200	60200	59900	59050	51200	2.2
Median	34200	35450	36700	37950	39150	40300	41400	42500	43500	45350	47600	49250	50250	50800	50950	50850	50600	49950	44100	2.2
Lower Quartile	32300	33200	34050	34900	35700	36500	37250	37950	38650	39850	41400	42550	43350	43900	44200	44300	44350	44200	38700	2.2
Lower Decile	30850	31450	32050	32650	33150	33700	34150	34600	35000	35700	36500	37050	37400	37550	37650	37700	37750	37750	33900	5.8
Mean	34150	35500	36800	38100	39350	40600	41800	42950	44050	46100	48650	50550	51800	52500	52800	52800	52600	52050	46200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	42250	42050	43300	47000	46600	50000	52850	57150	53700	65500	70350	60450	63150	70200	66100	62600	82650	61450	
Upper Quartile	33550	37300	39400	42150	44600	45150	43950	48850	49000	50150	53000	62150	53100	57700	65750	60900	54650	60250	51200	
Median	33000	33200	37000	39200	41250	42500	40400	42400	43750	45300	46250	50000	47750	49000	56500	52100	47650	49550	44100	
Lower Quartile	32450	32000	34300	35250	36850	37300	33850	37450	41200	41350	40200	42950	42700	41750	45550	45750	41800	44950	38700	
Lower Decile	32150	30700	31000	34250	34500	30050	32100	34850	37900	36900	36250	38600	38450	35150	39900	39600	36700	33450	33900	
Mean	33100	34750	36800	38800	40900	41150	40100	43450	45500	46000	48250	52250	49050	50000	55650	53400	50050	53150	46200	
Supporting Data																				
Total Number	40	51	69	73	98	88	103	117	78	264	185	152	118	116	104	66	30	95	1847	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	46600	49150	51700	54250	56800	61700	68250	73300	76700	78350	78700	78200	77200	74750	71150	2.2
Upper Quartile	0	0	0	0	45250	47450	49600	51750	53850	57900	63250	67400	70200	71750	72300	72150	71600	70000	63500	2.2
Median	0	0	0	0	42400	44250	46050	47850	49550	52800	56900	59950	61900	62850	63050	62700	62100	60650	55450	2.2
Lower Quartile	0	0	0	0	40550	41800	43050	44250	45400	47550	50350	52650	54350	55500	56250	56650	56850	56800	46650	2.2
Lower Decile	0	0	0	0	39800	40800	41800	42750	43600	45150	47000	48200	48850	49050	49000	48700	48350	47600	42950	2.2
Mean	0	0	0	0	43150	44950	46800	48600	50300	53550	57750	60850	62900	64000	64300	64050	63550	62250	56750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46900	49400	52350	59350	59800	63600	68800	71650	80750	71250	71450	76850	0	88650	71150	
Upper Quartile	0	0	0	0	45850	45900	50850	58000	58450	60900	59150	70050	65800	63200	69650	65450	0	85600	63500	
Median	0	0	0	0	44100	43650	45600	52800	56150	51750	52250	63050	55100	59450	65850	61650	0	62600	55450	
Lower Quartile	0	0	0	0	42450	42250	43250	51050	46300	47600	47500	51150	47750	56450	61100	57400	0	55550	46650	
Lower Decile	0	0	0	0	41450	41450	41900	49800	43750	45400	44700	46450	44300	51500	51050	48150	0	47600	42950	
Mean	0	0	0	0	44250	44950	46750	54450	53050	54250	54450	61650	58800	60900	64400	61800	0	67200	56750	
Supporting Data																				
Total Number	0	0	8	8	19	30	29	21	20	54	35	68	25	40	50	27	10	33	477	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

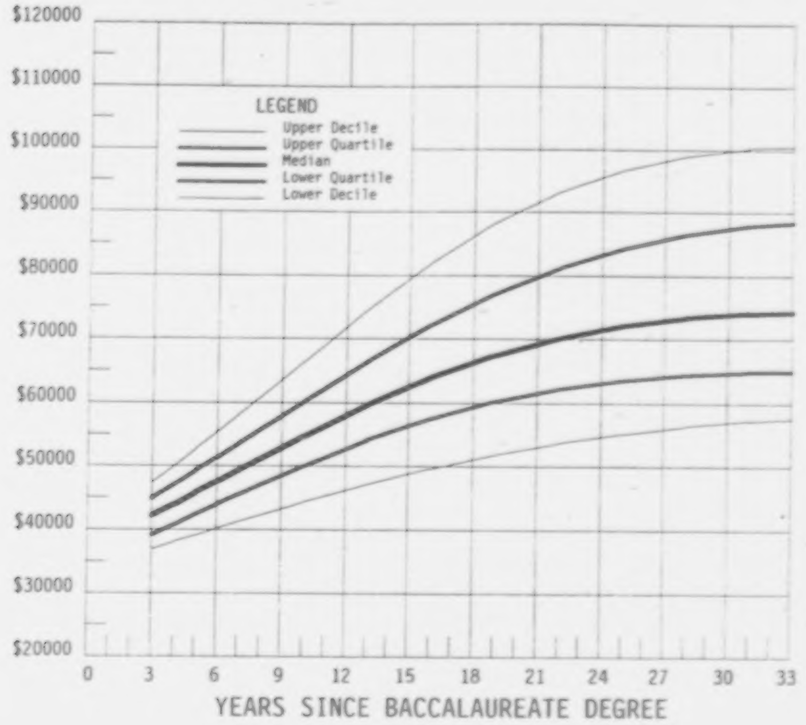
1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37500	39200	40900	42600	44250	45900	47400	48900	50250	52700	55500	57150	57850	57750	57150	56250	55350	53500	52100	2.2
Upper Quartile	35950	37350	38750	40100	41450	42700	43900	45050	46150	48050	50250	51700	52400	52550	52300	51850	51300	50150	47300	2.2
Median	34100	35150	36200	37200	38150	39100	39950	40800	41550	42950	44600	45700	46350	46650	46650	46500	46300	45700	42000	2.2
Lower Quartile	31900	32750	33550	34300	35050	35750	36400	37000	37550	38600	39750	40550	41000	41200	41200	41100	40950	40550	36750	2.2
Lower Decile	30800	31500	32150	32650	33050	33400	33700	33950	34150	34450	34700	34800	34850	34900	34900	34900	34900	34900	33050	8.6
Mean	33900	35100	36250	37350	38400	39400	40400	41250	42100	43550	45200	46250	46700	46750	46500	46100	45650	44700	42500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33900	42250	40050	43400	47100	46250	43650	49600	49150	51450	65100	52600	54600	52500	58600	54600	54650	58000	52100	
Upper Quartile	33550	37300	38100	42350	43700	44800	41000	43850	47150	48400	51900	50100	51150	49000	53950	52100	50150	52550	47300	
Median	33000	33200	36600	38700	39750	39850	37950	41400	42650	43550	43800	43850	46550	45850	46100	49200	43300	47150	42000	
Lower Quartile	32450	32000	33500	35100	36000	34800	33000	36600	40050	40100	39250	39900	41650	38650	41900	41900	40050	41400	36750	
Lower Decile	32150	30700	30850	34150	34250	29300	31600	34550	37100	36300	35700	36400	37850	31750	37800	38100	35250	25500	33050	
Mean	33100	34750	36000	38700	40100	39150	37450	41100	42900	43900	46800	44650	46400	44150	47550	47450	44250	45700	42500	
Supporting Data																				
Total Number	40	51	61	65	79	58	73	97	58	210	150	84	93	76	54	39	21	62	1370	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	

1994 ENGINEERING SALARY STATISTICS: PRECISION INSTRUMENTS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61100	64500	67700	69400	70300	70700	70850	70900	70950	0	72900	7.2
Upper Quartile	0	0	0	0	0	0	0	0	59550	61700	63400	64150	64450	64600	64650	64650	64650	0	63150	8.4
Median	0	0	0	0	0	0	0	0	51500	54150	56850	58450	59300	59700	59900	60000	60000	0	54400	6.8
Lower Quartile	0	0	0	0	0	0	0	0	45850	47050	48100	48650	48900	49000	49050	49050	49050	0	46550	7.8
Lower Decile	0	0	0	0	0	0	0	0	43350	44400	45300	45750	46000	46100	46150	46150	46150	0	39600	7.6
Mean	0	0	0	0	0	0	0	0	52700	55000	57150	58300	58900	59150	59250	59300	59300	0	55900	7.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	52500	0	0	52600	70850	63450	79800	74550	0	63900	68250	72150	0	72900	
Upper Quartile	0	0	0	0	0	51500	0	0	52050	68150	61850	78750	66350	0	61850	67250	46850	0	63150	
Median	0	0	0	0	0	44000	0	0	51100	55900	55500	77000	59000	0	58500	66000	45900	0	54400	
Lower Quartile	0	0	0	0	0	39500	0	0	50150	49150	47000	61450	50050	0	40700	64750	44950	0	46550	
Lower Decile	0	0	0	0	0	38600	0	0	43800	46400	44900	49500	47750	0	39100	59750	44400	0	39600	
Mean	0	0	0	0	0	45650	0	0	49650	58050	55500	72400	59350	0	55550	65450	49550	0	55900	
Supporting Data																				
Total Number	1	0	9	2	3	18	3	4	10	44	43	15	42	5	29	10	10	1	249	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

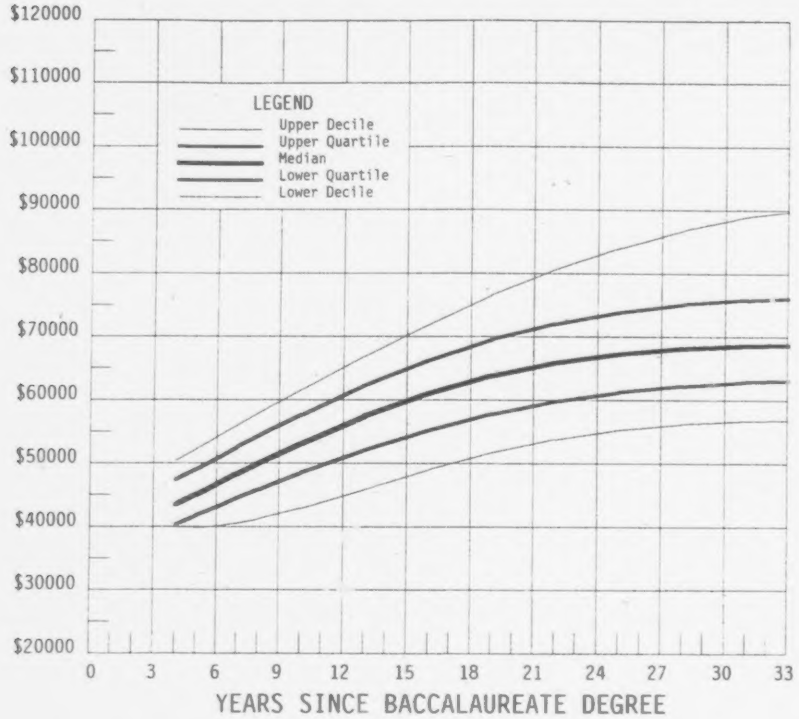
SALARY CURVES FOR ENGINEERS IN RUBBER & PLASTIC PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: RUBBER & PLASTIC PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	47450	50000	52650	55350	58100	60850	66400	74550	82000	88350	93250	96750	99050	100300	101150	87550	2.2
Upper Quartile	0	0	0	44950	47050	49200	51350	53550	55750	60100	66400	72150	77150	81200	84250	86450	87900	89550	72750	2.2
Median	0	0	0	42100	43900	45700	47550	49350	51150	54700	59650	63950	67450	70150	72100	73350	74100	74750	60450	2.2
Lower Quartile	0	0	0	39150	40750	42350	43950	45500	47050	50000	54050	57500	60250	62250	63600	64450	64900	65150	48800	2.2
Lower Decile	0	0	0	36950	38050	39100	40200	41250	42250	44300	47100	49650	51850	53700	55200	56400	57300	58600	40650	2.2
Mean	0	0	0	42750	44650	46550	48450	50400	52300	56100	61450	66200	70200	73300	75650	77200	78200	79200	62850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37950	0	0	46850	49700	49800	59200	62800	58000	67600	74500	79000	84500	89850	115000	110850	97000	99000	87550	
Upper Quartile	37100	0	0	44400	45900	48750	55000	55000	52100	62200	66500	69500	74200	84700	92500	88750	80000	90500	72750	
Median	35800	0	0	42100	41750	47000	50000	49000	50250	54900	60250	62250	65750	74000	72000	76650	70000	75000	60450	
Lower Quartile	34700	0	0	39100	39300	42100	47000	45500	46750	48700	55800	58250	61300	60350	61000	62500	60000	67700	48800	
Lower Decile	34050	0	0	36200	38100	40100	39800	43400	44500	40300	48500	52250	51950	53300	56800	52100	56800	59450	40650	
Mean	35850	0	0	43200	42800	47400	50150	51100	50500	55900	61300	67200	69150	73400	79550	78450	74400	79450	62850	
Supporting Data																				
Total Number	11	3	6	11	11	14	12	16	15	33	35	25	33	21	14	17	16	46	339	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	1	5	
Less Than $22000	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	4	

SALARY CURVES FOR ENGINEERS IN RUBBER & PLASTIC PRODUCTS
NON-SUPERVISORS, ALL DEGREE LEVELS



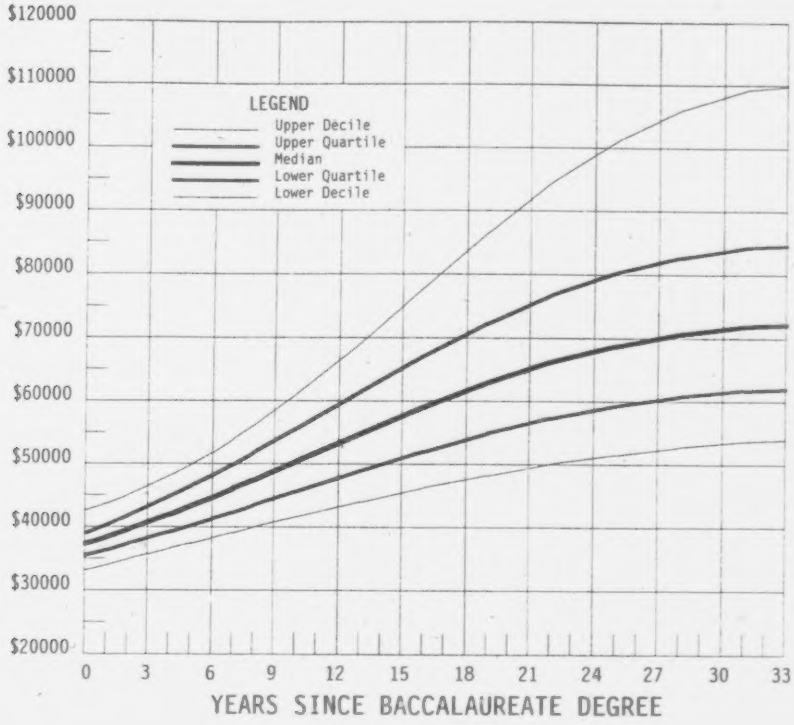
1994 ENGINEERING SALARY STATISTICS: RUBBER & PLASTIC PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	50450	52300	54150	56000	57850	61500	66900	71950	76550	80600	84000	86800	88950	92150	74350	2.2
Upper Quartile	0	0	0	0	47300	49050	50800	52550	54300	57600	62250	66250	69550	72050	73900	75150	75900	76700	65100	2.2
Median	0	0	0	0	43400	45050	46700	48350	50000	53100	57350	60950	63800	65900	67300	68200	68650	68950	55400	2.2
Lower Quartile	0	0	0	0	40300	41700	43100	44500	45850	48450	52050	55200	57750	59750	61200	62200	62850	63550	45950	2.2
Lower Decile	0	0	0	0	39850	39850	40100	40550	41200	42900	45900	49000	51700	53850	55300	56200	56700	57000	39200	4.6
Mean	0	0	0	0	44150	45650	47150	48600	50050	52900	56900	60450	63500	66000	68000	69500	70600	72000	56450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37950	0	0	0	49700	49350	56000	63200	52350	62800	68800	68800	71600	84500	0	0	99500	90150	74350	
Upper Quartile	37100	0	0	0	45900	48350	54500	55250	51400	57500	62850	63350	66700	81250	0	0	77000	75750	65100	
Median	35800	0	0	0	41750	45500	50000	48000	49500	52250	59000	60650	63600	63350	0	0	67000	70000	55400	
Lower Quartile	34700	0	0	0	39300	42300	42500	45100	46250	47400	55000	56000	54900	58500	0	0	58350	65850	45950	
Lower Decile	34050	0	0	0	38100	41100	39500	43100	44300	39600	46700	50900	50150	53900	0	0	56150	57800	39200	
Mean	35850	0	0	0	42800	45250	49150	50800	48750	52000	58750	59700	60350	67900	0	0	73700	71550	56450	
Supporting Data																				
Total Number	11	3	6	9	11	11	10	14	13	26	28	16	21	13	8	9	11	29	249	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	4	

1994 ENGINEERING SALARY STATISTICS: RUBBER & PLASTIC PRODUCTS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	58800	58100	58100	58750	59900	61350	65200	72250	79750	86600	92000	95750	98050	99200	99850	84900	4.8
Upper Quartile	0	0	0	45250	47200	49200	51200	53250	55250	59300	65200	70650	75450	79450	82700	85100	86900	89150	71150	2.2
Median	0	0	0	42800	44400	46000	47650	49250	50850	54000	58450	62450	65950	68800	71050	72750	74000	75550	58800	2.2
Lower Quartile	0	0	0	39100	40600	42050	43500	45000	46400	49200	53050	56350	59100	61250	62850	63950	64650	65400	47400	2.2
Lower Decile	0	0	0	38600	39000	39550	40200	40900	41700	43400	46200	48900	51350	53400	54900	55900	56500	56950	40100	4.0
Mean	0	0	0	43000	44850	46700	48550	50400	52200	55800	60850	65300	69050	71950	74100	75550	76450	77400	61050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37950	0	0	76000	50000	49900	56000	63200	59600	73400	72400	75200	93500	87500	100000	113350	88000	95250	84900	
Upper Quartile	37100	0	0	44750	46250	48800	53750	55000	52550	62500	63550	67000	73650	83750	92500	92500	79000	88750	71150	
Median	35800	0	0	42500	42500	47000	49000	50000	50900	53500	59650	61700	65200	66000	74000	76000	70000	76650	58800	
Lower Quartile	34700	0	0	40250	39500	42500	42500	46000	46600	46600	55050	57500	61150	59500	59000	63000	62000	67250	47400	
Lower Decile	34050	0	0	38000	38000	41150	39500	44200	44150	39300	46550	51800	51950	52250	56000	51200	57850	57800	40100	
Mean	35850	0	0	43800	43150	47950	48550	51600	51250	55250	59650	65600	71050	70600	76950	79700	71800	77250	61050	
Supporting Data																				
Total Number	11	3	6	10	10	12	10	12	11	23	27	22	23	15	10	14	14	29	262	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2	
Less Than $22000	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	

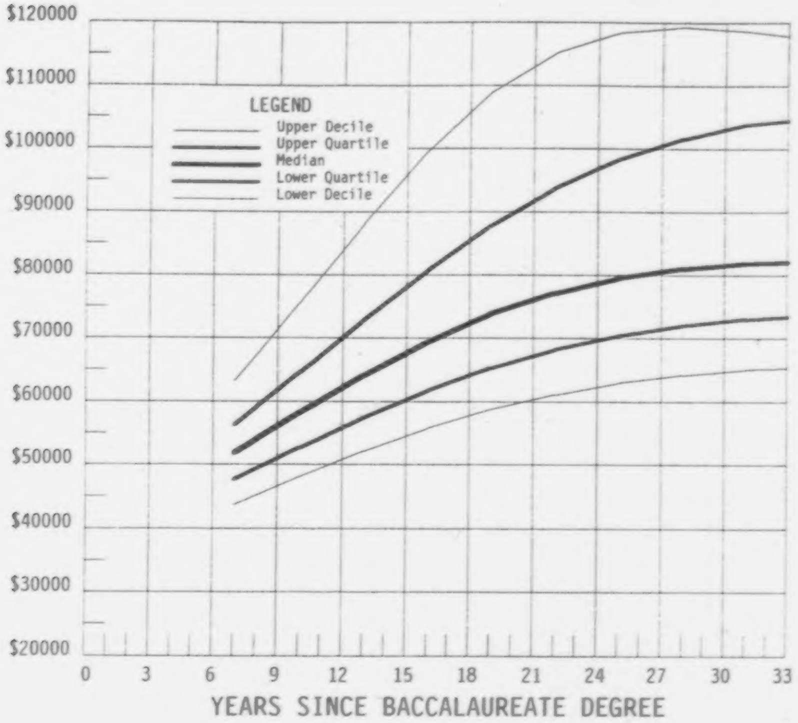
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42550	43700	45000	46450	48050	49850	51800	53900	56150	61000	69150	77850	86550	94500	101100	106000	109200	111900	81000	3.8
Upper Quartile	39000	40300	41700	43200	44800	46450	48150	49950	51750	55550	61400	67100	72350	76750	80250	82650	84200	85450	67300	3.8
Median	37250	38350	39500	40700	41950	43300	44650	46050	47450	50350	54750	59000	62900	66200	68800	70700	71950	73050	54800	3.6
Lower Quartile	35450	36350	37250	38200	39200	40200	41250	42300	43400	45600	48850	52000	54850	57300	59300	60750	61750	62750	45500	3.4
Lower Decile	33200	34000	34850	35700	36550	37400	38250	39100	39950	41600	44000	46250	48250	50050	51550	52750	53650	54800	40100	2.8
Mean	37900	38850	39950	41100	42350	43700	45100	46550	48100	51250	56200	61050	65500	69300	72300	74350	75700	76800	58850	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	48350	45500	46400	47000	48650	50550	53950	55400	61600	71600	76350	81950	102900	105200	106450	107850	105400	81000	
Upper Quartile	0	41300	42800	43250	43850	45350	46650	49550	51800	56200	62600	67450	72000	75600	80000	82200	85250	84550	67300	
Median	0	39150	40450	40850	41350	42250	43050	46100	47750	50950	55450	58950	62150	64650	69200	70350	72800	73250	54800	
Lower Quartile	0	36700	38450	38400	38800	39150	39850	42600	43800	46150	48950	51700	54500	56700	59250	60600	62400	62950	45500	
Lower Decile	0	34050	36350	36250	36800	36700	37650	39600	40100	42000	44000	45400	47800	48500	52650	53450	54300	54750	40100	
Mean	0	40350	41050	41250	41800	42700	43750	46550	48050	51600	57100	61200	65100	68950	72600	74000	76100	75950	58850	
Supporting Data																				
Total Number	182	337	581	766	976	1020	1008	1264	1633	4172	2867	2383	1971	1808	1849	1734	1468	2204	28223	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	5	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

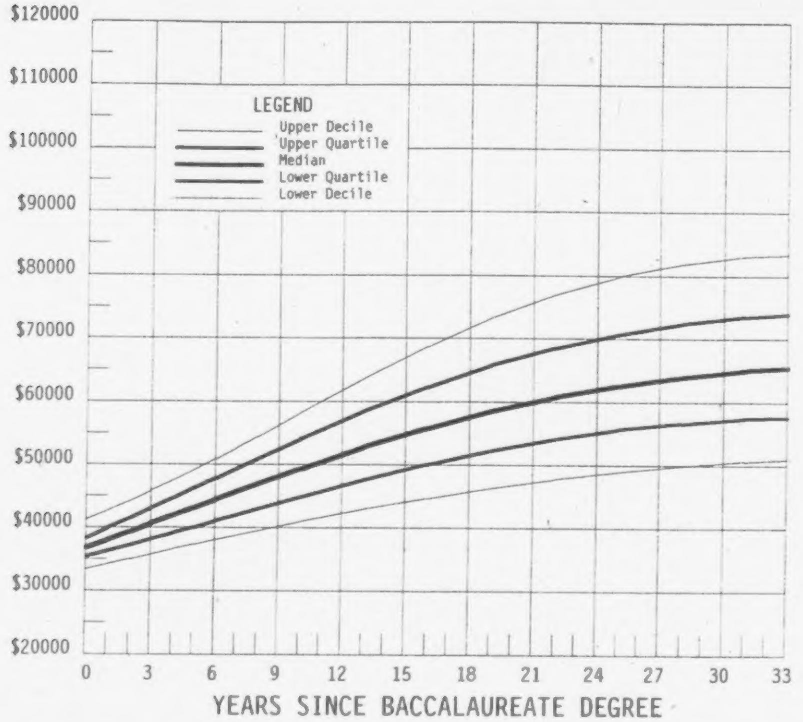
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	63250	67300	75650	88200	99700	108900	115150	118400	119250	118650	115350	112400	2.2
Upper Quartile	0	0	0	0	0	0	0	56350	59050	64600	72900	80750	87800	93700	98300	101600	103850	106350	87800	2.2
Median	0	0	0	0	0	0	0	51900	54000	58200	64150	69450	73800	77150	79500	81050	81900	82600	73350	2.2
Lower Quartile	0	0	0	0	0	0	0	47600	49300	52700	57450	61700	65300	68200	70400	72000	73050	74250	61600	2.2
Lower Decile	0	0	0	0	0	0	0	43700	45150	48050	52150	55750	58750	61150	62950	64250	65100	66050	52000	2.2
Mean	0	0	0	0	0	0	0	53400	55800	60600	67450	73550	78550	82300	84900	86400	87200	87500	77000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53300	0	0	63150	66250	70000	88950	108900	111450	116200	115750	115800	117250	116500	112400	
Upper Quartile	0	0	0	0	48600	0	0	56800	60200	63950	74050	78200	82000	103050	101950	102000	104300	103000	87800	
Median	0	0	0	0	44650	0	0	52300	54050	58100	65450	69950	72600	76850	78450	79700	83750	83200	73350	
Lower Quartile	0	0	0	0	41800	0	0	47700	49750	52800	58900	61650	63400	68300	69600	72000	73800	74700	61600	
Lower Decile	0	0	0	0	39700	0	0	44900	46950	48550	53600	55950	56900	60650	61400	62700	65300	68650	52000	
Mean	0	0	0	0	46000	0	0	53750	56050	59900	69200	74000	76650	83350	83900	85200	88200	88150	77000	
Supporting Data																				
Total Number	11	31	47	54	77	65	58	98	150	575	658	692	700	668	764	745	635	886	6913	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	5	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT/AEROSPACE NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41250	42700	44200	45800	47450	49150	50900	52650	54450	58150	63550	68700	73250	77000	79850	81850	83100	84100	69700	3.8
Upper Quartile	38300	39850	41400	43000	44600	46200	47800	49350	50950	54000	58400	62300	65700	68500	70700	72400	73600	75150	59900	2.2
Median	36700	37950	39250	40550	41850	43100	44400	45650	46900	49300	52750	55800	58500	60750	62550	63950	65000	66500	50850	2.2
Lower Quartile	35400	36300	37200	38150	39050	40000	41000	41950	42900	44800	47550	50100	52300	54150	55650	56700	57450	58100	43550	3.4
Lower Decile	33400	34200	35000	35750	36550	37300	38050	38800	39500	40900	42900	44700	46350	47750	48950	49950	50750	51950	39150	2.2
Mean	37500	38550	39700	40850	42050	43250	44450	45700	46950	49450	53150	56600	59600	62150	64100	65450	66350	67150	52950	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46200	43950	45700	46500	47600	49750	52750	54350	59400	64350	68300	72000	74600	80350	82200	82800	84750	69700	
Upper Quartile	0	40800	42450	43050	43550	44950	46250	49100	51150	54900	59100	62000	65050	66900	71900	71650	74000	[illegible]	59900	
Median	0	38900	40200	40700	41100	42000	42800	45700	47200	50000	52950	55700	58250	60100	62600	63500	65750	[illegible]	50850	
Lower Quartile	0	36450	38300	38300	38650	38950	39650	42350	43400	45500	47400	49650	51350	53100	56450	57100	57600	58300	43550	
Lower Decile	0	33800	36200	36150	36650	36550	37450	39450	39800	41500	42750	43900	46100	45100	50100	50750	51650	52150	39150	
Mean	0	39550	40450	40950	41400	42150	43300	45950	47200	50250	53500	55950	58700	60550	64700	65550	66900	67750	52950	
Supporting Data																				
Total Number	171	306	534	713	899	955	949	1166	1483	3596	2210	1691	1270	1140	1086	990	833	1319	21310	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42550	43400	44400	45650	47050	48650	50400	52350	54450	59050	66900	75500	84200	92300	99100	104200	107500	110350	76750	3.8
Upper Quartile	39300	40400	41550	42850	44250	45700	47250	48850	50500	53950	59350	64700	69650	73850	77100	79450	80900	82100	63300	3.8
Median	37400	38350	39400	40450	41550	42700	43900	45150	46400	49000	53000	56900	60550	63750	66350	68350	69700	71050	51850	3.4
Lower Quartile	35900	36550	37250	38050	38850	39700	40600	41550	42500	44450	47500	50450	53200	55600	57550	59000	60000	61000	43550	3.4
Lower Decile	33600	34300	34950	35650	36350	37050	37750	38450	39200	40600	42700	44750	46650	48400	49900	51200	52250	53650	39050	2.6
Mean	38050	38850	39800	40800	41900	43050	44300	45600	46950	49800	54300	58850	63100	66850	69900	72150	73650	74950	56050	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	46700	44350	45500	46250	47500	49700	52950	54450	59850	67900	73700	77750	101150	104550	103600	107900	105650	76750	
Upper Quartile	0	40850	42550	42950	43400	44550	46000	48950	51000	54700	60100	63700	69150	72450	78550	78300	82350	81800	63300	
Median	0	39050	40250	40600	40950	41600	42400	45500	46850	49650	53300	56650	60150	62000	66850	67600	70250	71850	51850	
Lower Quartile	0	36600	38350	38300	38550	38700	39350	42100	42850	45100	47350	50100	52250	54600	58150	58950	60650	61450	43550	
Lower Decile	0	33850	36250	36150	36600	36400	37200	39200	39350	41100	42450	43850	46250	46050	51600	51750	53100	53750	39050	
Mean	0	40000	40700	40950	41350	42050	43050	45950	47000	50250	54900	58650	62400	66150	71100	71350	74250	74550	56050	
Supporting Data																				
Total Number	174	316	538	692	848	854	793	973	1248	3002	1977	1562	1249	1143	1192	1123	928	1470	20082	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	52150	55550	59100	62800	66550	74350	86000	96800	105750	112250	116200	118050	118400	116800	111550	2.2
Upper Quartile	0	0	0	0	48250	50650	53150	55700	58300	63550	71450	79050	85950	91900	96700	100350	103000	106300	84550	2.2
Median	0	0	0	0	45050	47050	49050	51050	53050	57000	62600	67550	71750	74950	77300	78900	79850	80750	71400	2.2
Lower Quartile	0	0	0	0	42200	43750	45250	46800	48300	51300	55550	59450	62850	65700	68000	69750	71050	72800	59050	2.2
Lower Decile	0	0	0	0	39150	40450	41750	43000	44300	46800	50300	53500	56300	58650	60500	62000	63100	64600	49500	2.2
Mean	0	0	0	0	46150	48300	50500	52700	54950	59350	65700	71400	76150	79900	82600	84400	85500	86400	74850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53450	59450	63950	63450	64250	68300	83600	107900	108100	116350	115250	115050	117250	116200	111550	
Upper Quartile	0	0	0	0	47650	53400	53800	56600	57600	62700	73250	75950	78900	103300	100650	100150	104550	102600	84550	
Median	0	0	0	0	44250	46700	49350	51850	53050	56800	63850	68000	70150	74700	77300	77400	81900	80900	71400	
Lower Quartile	0	0	0	0	41600	43200	45700	47750	48900	51600	57100	59250	61150	65000	67100	69700	72050	73500	59050	
Lower Decile	0	0	0	0	39550	41350	42250	44950	45100	47700	51700	53200	54100	57850	59400	60800	63750	66600	49500	
Mean	0	0	0	0	45700	50300	51050	54050	53850	58500	67400	71900	73550	81650	82350	82800	86800	86750	74850	
Supporting Data																				
Total Number	11	31	44	49	68	51	44	72	93	364	381	387	405	393	486	470	394	604	4347	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39800	41450	43150	44900	46650	48400	50150	51900	53650	57050	61900	66300	70050	73100	75500	77300	78600	80150	66250	2.2
Upper Quartile	38300	39700	41150	42600	44100	45550	47000	48450	49900	52700	56700	60300	63500	66150	68300	70000	71250	72950	57550	2.2
Median	37150	38150	39200	40250	41350	42450	43600	44750	45850	48150	51500	54600	57300	59550	61250	62500	63300	64000	48700	3.6
Lower Quartile	35600	36350	37150	37950	38750	39600	40450	41300	42150	43850	46350	48700	50800	52650	54150	55300	56050	56900	42150	3.2
Lower Decile	33700	34350	35000	35650	36300	36950	37550	38200	38800	40050	41800	43450	44950	46350	47600	48650	49550	50950	38400	2.2
Mean	37400	38400	39450	40500	41550	42650	43800	44900	46050	48350	51700	54900	57700	60150	62050	63500	64450	65350	50900	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	41250	43650	43650	44500	45650	46750	49000	51850	53550	58250	62600	65400	70000	71050	78300	76100	78650	79950	66250	
Upper Quartile	39550	40550	42150	42700	43100	44100	45500	48450	50450	53400	57550	60000	63300	63800	69800	68800	71550	73400	57550	
Median	37300	38750	40000	40450	40700	41350	42100	45150	46450	48900	51500	54250	57000	58300	61350	61900	63850	64650	48700	
Lower Quartile	35200	36350	38200	38150	38400	38500	39200	41900	42550	44550	46150	48200	49750	51250	55100	56000	56050	57450	42150	
Lower Decile	30750	33550	36150	36050	36500	36250	37050	39050	39100	40550	41650	42250	44850	43450	48850	49800	50800	51100	38400	
Mean	37350	39100	40150	40600	40950	41550	42600	45300	46450	49100	51950	54250	57050	58050	63350	63100	64950	66050	50900	
Supporting Data																				
Total Number	163	285	493	643	780	803	749	900	1155	2638	1597	1175	844	750	707	653	533	867	15735	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48650	51000	53500	56150	58950	64850	74200	83650	92350	99700	105250	108950	111100	112650	88200	4.2
Upper Quartile	0	0	0	0	46150	48250	50400	52550	54700	59000	65200	70850	75700	79650	82600	84700	86100	87650	73550	2.2
Median	0	0	0	0	43550	45250	47000	48750	50500	53900	58750	63100	66750	69750	72000	73650	74800	76100	60850	2.2
Lower Quartile	0	0	0	0	41000	42400	43750	45100	46450	49000	52600	55800	58500	60700	62400	63700	64600	65700	51400	2.2
Lower Decile	0	0	0	0	38250	39450	40650	41800	42950	45150	48100	50600	52600	54100	55150	55850	56300	56750	45450	2.2
Mean	0	0	0	0	43700	45600	47550	49450	51400	55200	60650	65500	69550	72800	75150	76800	77800	78800	64800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	49500	51450	52450	55500	58950	63900	75450	81250	102100	105500	106550	108050	105400	104750	88200	
Upper Quartile	0	0	0	0	47350	47750	48850	51850	53800	58950	66500	71650	75450	79250	81200	84950	86650	87600	73550	
Median	0	0	0	0	44450	45250	45450	48050	50300	54250	59350	63250	65900	69350	72050	74000	75200	75900	60850	
Lower Quartile	0	0	0	0	41350	42850	42350	44800	46700	49300	53250	55750	57750	60550	61350	63750	64950	66400	51400	
Lower Decile	0	0	0	0	38950	41200	39650	41750	44150	45600	48250	49700	51200	52800	56150	56700	56750	56950	45450	
Mean	0	0	0	0	44600	45950	46300	48500	51150	54900	61750	65850	69500	72800	74700	77200	77750	78450	64800	
Supporting Data																				
Total Number	8	22	43	75	126	165	212	286	374	1123	827	751	650	599	586	522	463	648	7480	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	66300	70800	80000	93700	105650	114400	119350	120800	119850	117600	111750	112950	2.2
Upper Quartile	0	0	0	0	0	0	0	58100	60900	66550	74800	82450	89200	94800	99200	102350	104500	106550	90500	3.4
Median	0	0	0	0	0	0	0	53300	55500	59800	65900	71300	75700	79050	81400	82900	83700	84200	75250	2.2
Lower Quartile	0	0	0	0	0	0	0	49000	50900	54700	60000	64700	68550	71500	73600	74950	75750	76400	65250	2.2
Lower Decile	0	0	0	0	0	0	0	44900	46700	50200	55150	59450	63000	65650	67500	68650	69300	69700	57250	2.2
Mean	0	0	0	0	0	0	0	55050	57650	62750	70100	76450	81550	85200	87500	88650	89050	88600	79700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	61600	72950	72900	103200	110400	114450	115700	116450	115950	115700	116950	112950	
Upper Quartile	0	0	0	0	0	0	0	57150	63250	66050	75300	79650	88100	101700	103650	102350	100650	103150	90500	
Median	0	0	0	0	0	0	0	53650	56050	60050	66900	71700	74800	78500	79100	82150	84600	86150	75250	
Lower Quartile	0	0	0	0	0	0	0	47600	51350	54950	61150	64800	66850	72100	72350	74700	76200	77400	65250	
Lower Decile	0	0	0	0	0	0	0	44800	48250	50900	56850	59100	60900	65500	65750	67450	69850	72350	57250	
Mean	0	0	0	0	0	0	0	52950	59700	62350	71750	76500	80600	84950	86050	87700	88750	90750	79700	
Supporting Data																				
Total Number	0	0	3	4	9	14	14	26	56	211	271	296	285	256	259	237	209	252	2402	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	47350	49250	51150	53100	55000	56900	60700	66100	71000	75250	78800	81600	83700	85200	87100	74100	2.2
Upper Quartile	0	0	0	44900	46550	48250	49900	51600	53250	56500	61000	65050	68500	71300	73450	75000	76100	77450	64350	2.2
Median	0	0	0	42600	44000	45400	46800	48200	49550	52100	55700	58850	61450	63550	65200	66350	67150	68200	55700	2.2
Lower Quartile	0	0	0	40150	41300	42450	43550	44650	45750	47800	50650	53100	55150	56800	58100	59050	59700	60600	48600	2.2
Lower Decile	0	0	0	37400	38450	39550	40600	41600	42550	44400	46800	48700	50200	51300	52000	52450	52700	52900	44150	2.2
Mean	0	0	0	42700	44150	45550	47000	48400	49800	52450	56200	59500	62300	64600	66350	67650	68600	69800	57700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	51600	49150	49900	51900	54650	55650	61400	67550	71100	74050	77250	80650	84200	84250	88600	74100	
Upper Quartile	0	0	0	47100	46900	47050	48500	51250	52650	57500	61700	64850	67000	69950	73550	74950	75700	78650	64350	
Median	0	0	0	43800	44250	45000	45250	47750	49650	53250	56000	58750	59500	62500	63950	66750	67800	69450	55700	
Lower Quartile	0	0	0	41200	41200	42700	42200	44600	46100	48450	51150	52300	53950	55950	57650	59500	59700	61550	48600	
Lower Decile	0	0	0	37350	38850	41100	39550	41600	43650	45100	46750	47500	48850	49950	51650	53700	53150	53750	44150	
Mean	0	0	0	44150	44300	45350	45850	48100	49650	53200	56850	58900	60900	63750	65750	68500	68650	70600	57700	
Supporting Data																				
Total Number	8	22	40	70	118	151	198	260	318	912	556	455	365	343	327	286	254	395	5078	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

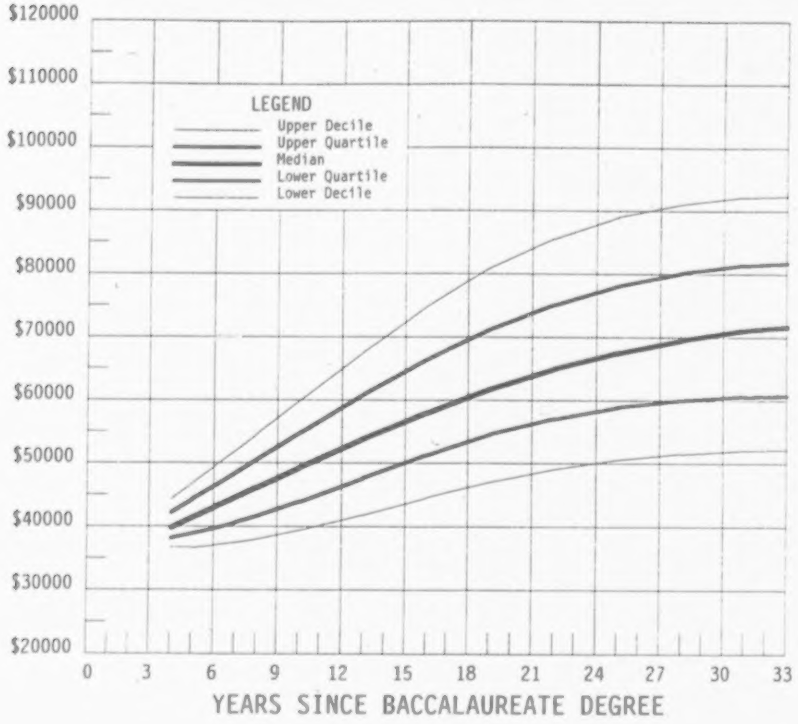
1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60650	65200	74850	83500	91700	98950	104850	109250	112150	114800	102800	3.6
Upper Quartile	0	0	0	0	0	0	0	0	58150	62900	69900	76500	82450	87550	91550	94550	96550	98500	87500	3.4
Median	0	0	0	0	0	0	0	0	54200	58400	64400	69700	74100	77500	79900	81450	82350	83100	73500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	50900	54550	59450	63500	66600	68650	69850	70400	70500	70000	63300	2.2
Lower Decile	0	0	0	0	0	0	0	0	46100	49750	54600	58400	61050	62500	63050	62950	62500	61100	57200	2.2
Mean	0	0	0	0	0	0	0	0	54250	58600	64900	70500	75300	79050	81750	83600	84750	85750	76800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	63500	67200	73500	82950	87300	104550	104400	116250	115900	106300	102800	
Upper Quartile	0	0	0	0	0	0	0	0	61200	63750	69700	75300	78550	89550	90800	103100	97850	92600	87500	
Median	0	0	0	0	0	0	0	0	[illegible]	59150	64950	66950	70500	79600	79700	87500	84650	78600	73500	
Lower Quartile	0	0	0	0	0	0	0	0	50850	56100	60750	61800	61450	71800	69550	72750	74500	66750	63300	
Lower Decile	0	0	0	0	0	0	0	0	48400	50250	54600	57800	57350	67950	60250	62950	67900	58650	57200	
Mean	0	0	0	0	0	0	0	0	56450	59500	64750	68600	71550	82250	81100	88250	88450	81000	76800	
Supporting Data																				
Total Number	0	0	0	0	1	1	2	5	11	46	63	69	72	67	72	89	77	86	661	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT/AEROSPACE, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	60950	65850	72950	79350	84700	88950	92000	94100	95350	96450	89450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	58100	62500	68800	74400	79100	82750	85400	87200	88300	89300	78650	2.2
Median	0	0	0	0	0	0	0	0	54450	58400	63750	68050	71250	73300	74400	74800	74700	73900	68750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	51200	54600	59100	62600	65000	66350	66900	66850	66500	65300	61100	2.2
Lower Decile	0	0	0	0	0	0	0	0	46300	49700	54100	57350	59450	60450	60600	60200	59500	57850	56100	2.2
Mean	0	0	0	0	0	0	0	0	54450	58400	63800	68400	71900	74350	75800	76550	76800	76450	70800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	63450	67150	72050	78450	81700	89300	91950	104750	93850	92900	89450	
Upper Quartile	0	0	0	0	0	0	0	0	60600	63500	69450	72000	77050	84050	85500	89900	90500	87200	78650	
Median	0	0	0	0	0	0	0	0	56900	59050	64800	65700	67700	74850	76800	78300	76900	70650	68750	
Lower Quartile	0	0	0	0	0	0	0	0	50500	56050	60450	61450	60550	70150	66400	66150	72450	63050	61100	
Lower Decile	0	0	0	0	0	0	0	0	48300	50100	54250	57350	56950	64500	57650	58900	64800	56650	56100	
Mean	0	0	0	0	0	0	0	0	56100	59400	64200	66800	68850	76350	75900	79700	79550	73700	70800	
Supporting Data																				
Total Number	0	0	0	0	1	1	2	5	10	46	57	61	61	48	52	51	46	56	498	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

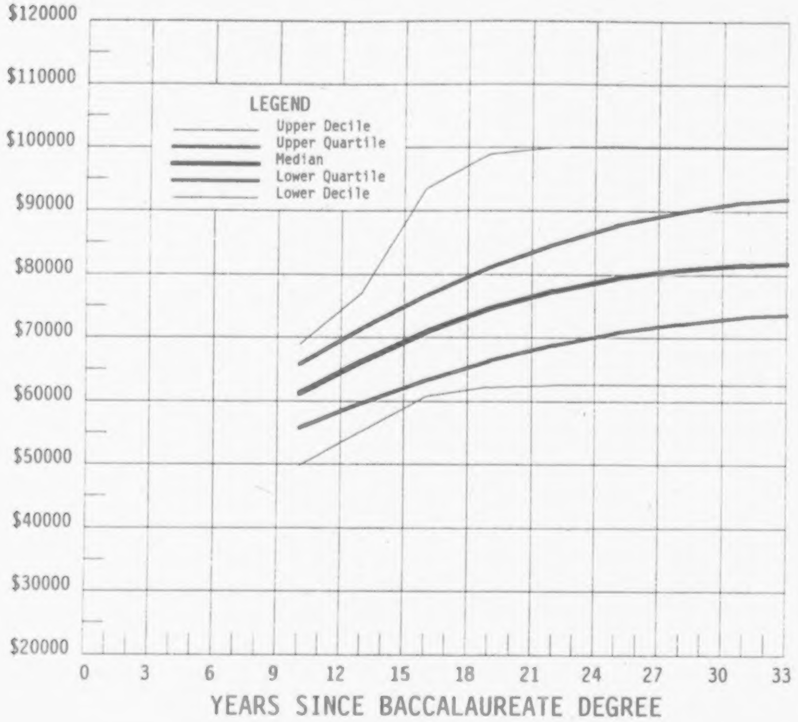
SALARY CURVES FOR ENGINEERS IN AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	44350	46800	49350	51900	54500	59800	67550	74750	80850	85600	89000	91100	92250	92900	81500	2.2
Upper Quartile	0	0	0	0	42200	44200	46300	48350	50450	54650	60800	66400	71200	75100	78050	80100	81400	82750	69550	2.2
Median	0	0	0	0	39800	41350	42950	44500	46100	49200	53750	57950	61700	64900	67550	69550	71100	73200	56100	2.2
Lower Quartile	0	0	0	0	38150	38850	39650	40550	41600	43900	47600	51250	54500	57050	58850	60000	60600	61050	46050	4.4
Lower Decile	0	0	0	0	36650	36700	37000	37400	37950	39350	41850	44550	47000	49050	50550	51550	52100	52500	39850	4.2
Mean	0	0	0	0	40200	41750	43300	44900	46450	49600	54150	58450	62250	65550	68250	70400	72050	74300	58950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	43600	45950	48800	51900	54050	60700	70200	73250	75900	84100	85950	93600	93150	93550	81500	
Upper Quartile	0	0	0	0	41750	43100	45600	48600	50500	55650	61650	64650	69800	72000	77700	81650	83000	82650	69550	
Median	0	0	0	0	38900	39900	42350	45400	46550	49900	54050	56700	60650	62200	67850	71050	72400	72950	56100	
Lower Quartile	0	0	0	0	36600	37250	39250	41850	42550	45000	47150	48750	51150	51650	57700	61500	63100	63750	46050	
Lower Decile	0	0	0	0	34400	35000	36650	38800	38750	40600	41800	41650	44750	42700	50000	51600	54450	55650	39850	
Mean	0	0	0	0	39150	40450	42750	45400	46750	50450	54950	57150	60600	62400	67950	71800	73900	74200	58950	
Supporting Data																				
Total Number	17	35	38	60	108	172	226	355	381	1036	714	547	397	343	395	442	518	1032	6815	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

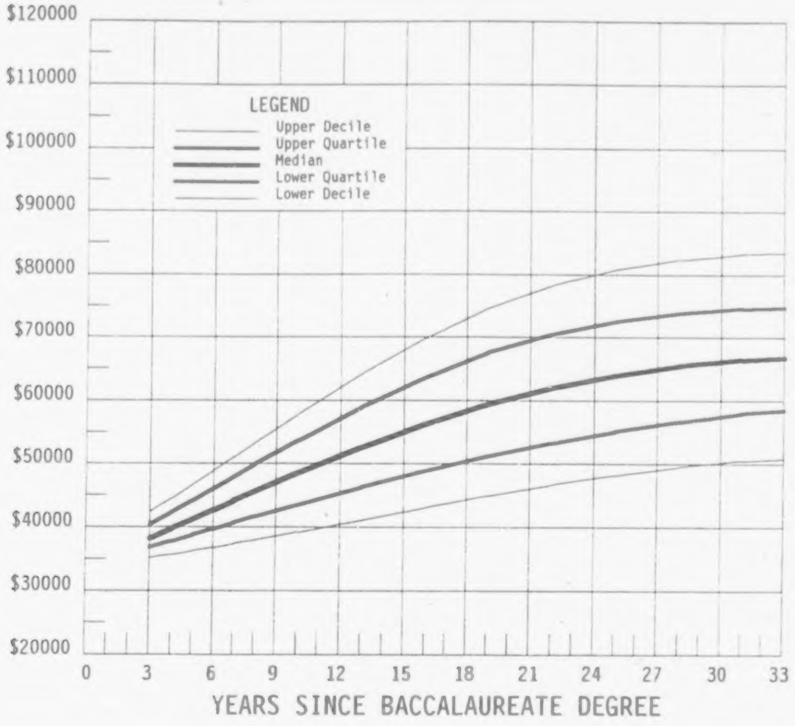
SALARY CURVES FOR ENGINEERS IN AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68850	77150	93500	98900	100000	100150	100150	100150	100150	97450	15.0
Upper Quartile	0	0	0	0	0	0	0	0	0	65850	71500	76650	81100	84750	87650	89850	91450	93450	87250	2.2
Median	0	0	0	0	0	0	0	0	0	61100	66300	70850	74550	77400	79400	80800	81600	82350	76850	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55700	59700	63300	66350	68850	70800	72250	73350	74700	67700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	49700	55250	60750	62300	62600	62650	62650	62650	62650	57300	15.0
Mean	0	0	0	0	0	0	0	0	0	59800	66800	76950	80050	80650	80750	80750	80750	80750	78000	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	68750	79550	83100	85000	91750	93300	99050	107700	107600	97450	
Upper Quartile	0	0	0	0	0	0	0	0	0	64350	74900	76500	77900	86150	84650	92000	92600	92950	87250	
Median	0	0	0	0	0	0	0	0	0	60250	67550	72050	73100	77100	77000	81450	83200	82000	76850	
Lower Quartile	0	0	0	0	0	0	0	0	0	54550	61450	65050	64400	66950	68650	74350	74150	74350	67700	
Lower Decile	0	0	0	0	0	0	0	0	0	49600	57050	54750	52350	53350	59950	63850	65300	68300	57300	
Mean	0	0	0	0	0	0	0	0	0	59700	68650	69550	70350	75700	77150	81950	85000	84700	78000	
Supporting Data																				
Total Number	0	0	0	0	1	4	2	5	11	75	92	83	88	69	107	154	189	358	1238	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN AEROSPACE NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42400	44500	46700	48900	51100	53350	57800	64150	69850	74600	78250	80800	82400	83300	83900	73500	2.2
Upper Quartile	0	0	0	40400	42250	44150	46050	47950	49900	53650	58950	63600	67500	70450	72500	73850	74650	75250	63250	2.2
Median	0	0	0	38150	39650	41150	42650	44100	45600	48500	52600	56300	59400	62000	63950	65450	66450	67750	52500	2.2
Lower Quartile	0	0	0	36750	37750	38700	39700	40650	41650	43500	46250	48850	51200	53300	55150	56700	58000	59950	44500	2.2
Lower Decile	0	0	0	35150	35700	36200	36800	37350	37950	39200	41100	43050	44950	46700	48250	49550	50550	51850	39000	2.8
Mean	0	0	0	38500	39950	41450	42900	44400	45850	48700	52750	56400	59500	62100	64100	65600	66650	68000	54700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	40950	43600	45650	48550	51500	53450	59350	64550	67600	71550	75500	81800	84300	83200	84650	73500	
Upper Quartile	0	0	0	38850	41700	42900	45500	48500	50150	54900	59350	62050	65750	66550	73800	73450	74750	76400	63250	
Median	0	0	0	36250	38850	39800	42300	45300	46300	49350	52250	54800	58200	60450	64400	66000	67100	68100	52500	
Lower Quartile	0	0	0	34350	36600	37200	39250	41750	42450	44600	46100	47750	49750	49850	55050	58100	59400	60350	44500	
Lower Decile	0	0	0	31600	34350	34950	36600	38800	38600	40250	41300	41300	43950	41800	47400	49950	52050	53700	39000	
Mean	0	0	0	36600	39100	40100	42600	45300	46300	49750	52950	54900	57800	59050	64550	66400	67500	68600	54700	
Supporting Data																				
Total Number	17	35	38	60	106	168	224	351	370	961	622	464	309	275	288	288	329	674	5577	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: AEROSPACE, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42100	44350	46650	49000	51400	53800	58650	65700	72100	77500	81700	84650	86600	87650	88350	76050	2.2
Upper Quartile	0	0	0	40150	42050	43950	45900	47850	49800	53700	59250	64250	68450	71750	74200	75850	76900	77900	64650	2.2
Median	0	0	0	38250	39650	41100	42500	43950	45400	48250	52300	56100	59450	62350	64700	66600	68000	70000	52600	2.2
Lower Quartile	0	0	0	36700	37550	38450	39350	40300	41200	43150	46050	48850	51500	53800	55750	57250	58300	59400	44200	3.2
Lower Decile	0	0	0	35350	35700	36050	36500	37000	37550	38750	40700	42750	44800	46700	48300	49550	50450	51450	38700	3.2
Mean	0	0	0	38500	39950	41400	42850	44300	45800	48650	52800	56650	60050	62950	65350	67250	68650	70650	55600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	40800	43350	45850	48600	51750	53550	59900	67650	70600	74600	74250	83950	86650	89150	89900	76050	
Upper Quartile	0	0	0	38900	41450	42950	45400	48400	49900	54650	60300	62600	67750	65650	74800	75700	78000	78850	64650	
Median	0	0	0	36200	38600	39800	42200	45250	46000	49100	52450	54650	58800	58700	64550	66750	68450	70950	52600	
Lower Quartile	0	0	0	34350	36500	37100	39150	41750	42000	44200	45900	47200	49200	48250	55100	57650	59900	61700	44200	
Lower Decile	0	0	0	31750	34200	34900	36400	38750	38250	39850	41000	40350	43100	40900	47650	48250	52500	54350	38700	
Mean	0	0	0	36600	38800	40350	42500	45300	46050	49600	53650	55200	58750	57900	65250	66900	70500	71550	55600	
Supporting Data																				
Total Number	17	34	36	54	97	163	190	304	316	832	548	399	277	226	244	262	303	667	4967	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	42250	44350	46450	48600	50750	52900	57100	62950	68050	72050	74950	76800	77800	78200	78100	69500	2.2
Upper Quartile	0	0	0	40350	42100	43900	45700	47500	49300	52750	57650	61950	65450	68150	70050	71300	72000	72600	60250	2.2
Median	0	0	0	38250	39600	41000	42400	43750	45100	47750	51450	54750	57550	59850	61650	63000	64000	65200	50100	2.2
Lower Quartile	0	0	0	36900	37750	38600	39450	40300	41150	42800	45150	47400	49500	51400	53100	54500	55700	57600	43050	2.2
Lower Decile	0	0	0	35300	35700	36150	36600	37050	37550	38550	40150	41800	43500	45100	46650	48050	49250	51150	38150	2.4
Mean	0	0	0	38500	39850	41250	42600	43950	45300	47900	51600	54850	57700	60000	61800	63150	64100	65350	52300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	40800	43350	45550	48250	51200	53150	58600	63350	65600	70500	70000	79750	76450	78150	79650	69500	
Upper Quartile	0	0	0	38900	41350	42750	45300	48300	49700	53700	58200	60600	64450	63700	70200	70150	72250	74300	60250	
Median	0	0	0	36200	38550	39650	42150	45150	45850	48600	51150	53250	56650	56800	61600	63500	65050	66000	50100	
Lower Quartile	0	0	0	34350	36450	37000	39100	41700	41950	43800	45000	46550	48350	46900	52600	55350	56650	58800	43050	
Lower Decile	0	0	0	31750	34150	34850	36350	38750	38150	39550	40400	40300	42750	40250	46100	47500	50900	52950	38150	
Mean	0	0	0	36600	38750	39950	42350	45150	45850	48850	51750	53450	56400	56000	62250	62950	65100	66450	52300	
Supporting Data																				
Total Number	17	34	36	54	96	159	188	299	310	771	485	346	221	190	179	181	204	437	4205	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68000	76150	89100	93150	93950	94050	94100	94100	94100	92150	15.0
Upper Quartile	0	0	0	0	0	0	0	0	0	63750	72700	82100	84900	85400	85500	85500	85500	85500	83200	15.0
Median	0	0	0	0	0	0	0	0	0	60950	65100	68750	71750	74150	75950	77250	78150	79200	73900	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54100	59650	65850	67600	67950	68000	68000	68000	68000	63900	15.0
Lower Decile	0	0	0	0	0	0	0	0	0	48750	52250	55600	56550	56700	56750	56750	56750	56750	53850	15.0
Mean	0	0	0	0	0	0	0	0	0	58900	66050	73850	76100	76550	76600	76600	76600	76600	73850	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67900	78300	79050	83800	87300	87750	92800	102350	99200	92150	
Upper Quartile	0	0	0	0	0	0	0	0	0	63700	74350	75000	76950	78300	82950	85750	89400	89400	83200	
Median	0	0	0	0	0	0	0	0	0	59900	67500	68550	72050	68950	74600	78350	80750	78600	73900	
Lower Quartile	0	0	0	0	0	0	0	0	0	54050	60800	61500	60400	57150	64250	70350	69700	72600	63900	
Lower Decile	0	0	0	0	0	0	0	0	0	48550	56850	41000	47450	46450	55800	53000	62000	65550	53850	
Mean	0	0	0	0	0	0	0	0	0	58850	67850	66400	68150	68100	73550	75800	81600	81150	73850	
Supporting Data																				
Total Number	0	0	0	0	1	4	2	5	6	61	63	53	56	35	64	81	99	230	762	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: AEROSPACE, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	52050	54600	57150	62300	69900	77000	83100	88050	91750	94300	95900	97400	88650	2.2
Upper Quartile	0	0	0	0	0	0	48150	50350	52550	57000	63450	69400	74550	78700	81850	84050	85450	86950	77300	2.2
Median	0	0	0	0	0	0	45550	47350	49100	52650	57700	62350	66350	69600	72200	74050	75400	77000	65150	2.2
Lower Quartile	0	0	0	0	0	0	41850	43250	44600	47300	51250	54850	58100	60900	63200	65050	66450	68500	53600	2.2
Lower Decile	0	0	0	0	0	0	39550	39600	40500	43550	48650	52400	54450	55400	55750	55850	55900	55900	46000	8.4
Mean	0	0	0	0	0	0	45950	47700	49400	52800	57750	62350	66450	69950	72750	74950	76550	78750	66650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	49550	52650	58050	62950	74800	74950	77650	87050	87800	98300	95750	97950	88650	
Upper Quartile	0	0	0	0	0	0	46350	49300	52300	58400	64400	68800	72400	78850	78650	85550	85600	87400	77300	
Median	0	0	0	0	0	0	43150	46650	49050	54200	58250	61950	63900	67100	71400	76250	76200	76750	65150	
Lower Quartile	0	0	0	0	0	0	40050	42200	45500	48450	51450	53700	56250	60400	62800	67300	66850	68050	53600	
Lower Decile	0	0	0	0	0	0	37900	39100	42800	45000	46450	46400	50050	49200	53050	59450	60400	59950	46000	
Mean	0	0	0	0	0	0	44000	46150	50200	53900	59200	61300	63800	68400	71250	77600	77200	78550	66650	
Supporting Data																				
Total Number	0	1	2	6	10	9	36	51	64	199	155	133	103	98	128	156	186	327	1664	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

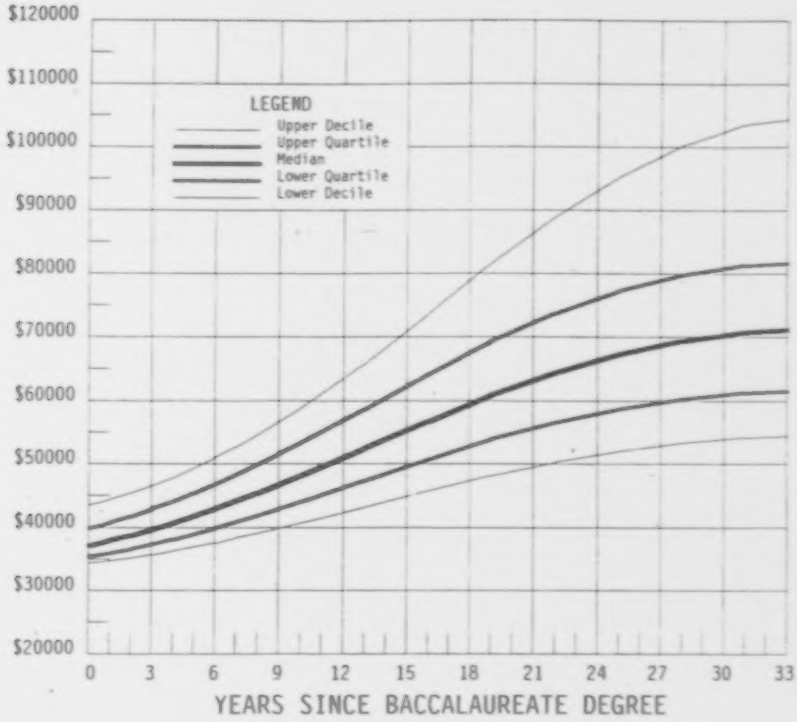
1994 ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72200	82750	98000	102800	103750	103850	103900	103900	103900	103350	15.0
Upper Quartile	0	0	0	0	0	0	0	0	0	68800	74000	78900	83350	87250	90600	93350	95550	98800	91700	2.2
Median	0	0	0	0	0	0	0	0	0	62300	66350	78500	82500	83250	83350	83400	83400	83400	81200	15.0
Lower Quartile	0	0	0	0	0	0	0	0	0	57200	61900	72450	75850	76500	76600	76600	76600	76600	73600	15.0
Lower Decile	0	0	0	0	0	0	0	0	0	54500	58350	61850	64850	67350	69350	70900	72050	73600	65700	2.2
Mean	0	0	0	0	0	0	0	0	0	63550	68650	80850	84800	85550	85650	85700	85700	85700	83550	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71900	86450	83550	85050	91150	98900	109600	105300	114900	103350	
Upper Quartile	0	0	0	0	0	0	0	0	0	67000	77300	78100	79050	87150	90200	97350	94400	98300	91700	
Median	0	0	0	0	0	0	0	0	0	62200	67550	73450	74300	81050	78700	84550	84900	87450	81200	
Lower Quartile	0	0	0	0	0	0	0	0	0	57100	62750	68900	69650	76450	71150	77750	77700	79650	73600	
Lower Decile	0	0	0	0	0	0	0	0	0	54550	58150	65250	58950	71800	66450	73500	71950	73100	65700	
Mean	0	0	0	0	0	0	0	0	0	63400	70400	73800	73400	81400	81500	88300	87200	90850	83550	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	5	14	29	26	29	29	38	66	80	112	427	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	51700	53800	55900	60050	66050	71450	76050	79700	82500	84450	85700	87100	78900	2.2
Upper Quartile	0	0	0	0	0	0	48750	50550	52350	55900	60900	65450	69300	72450	74900	76650	77850	79300	69800	2.2
Median	0	0	0	0	0	0	45650	47200	48800	51800	56100	59850	63000	65550	67450	68850	69750	70850	59850	2.2
Lower Quartile	0	0	0	0	0	0	41750	42700	43850	46600	51000	54800	57550	59300	60250	60700	60850	60950	50250	6.0
Lower Decile	0	0	0	0	0	0	39450	40250	41150	43050	46000	48600	50500	51800	52550	52950	53100	53200	44350	5.4
Mean	0	0	0	0	0	0	46000	47450	48850	51650	55650	59250	62350	65000	67100	68750	69950	71600	60800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	49550	52650	54950	61450	69300	70150	71650	79100	80900	83950	84200	88950	78900	
Upper Quartile	0	0	0	0	0	0	46350	49300	51750	57650	61900	65050	66950	68850	75100	76450	76950	80600	69800	
Median	0	0	0	0	0	0	43150	46650	48450	53700	56200	59250	60050	63300	68800	69600	69750	71100	59850	
Lower Quartile	0	0	0	0	0	0	40050	42200	45250	48100	49950	51700	53050	55700	59000	62500	62700	64150	50250	
Lower Decile	0	0	0	0	0	0	37900	39100	42500	44800	45500	45250	48550	47050	51000	54600	55650	55450	44350	
Mean	0	0	0	0	0	0	44000	46150	48850	53200	56650	58250	60000	63050	67000	69700	69750	72150	60800	
Supporting Data																				
Total Number	0	1	2	6	10	9	36	51	59	185	127	107	74	70	90	90	106	214	1237	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

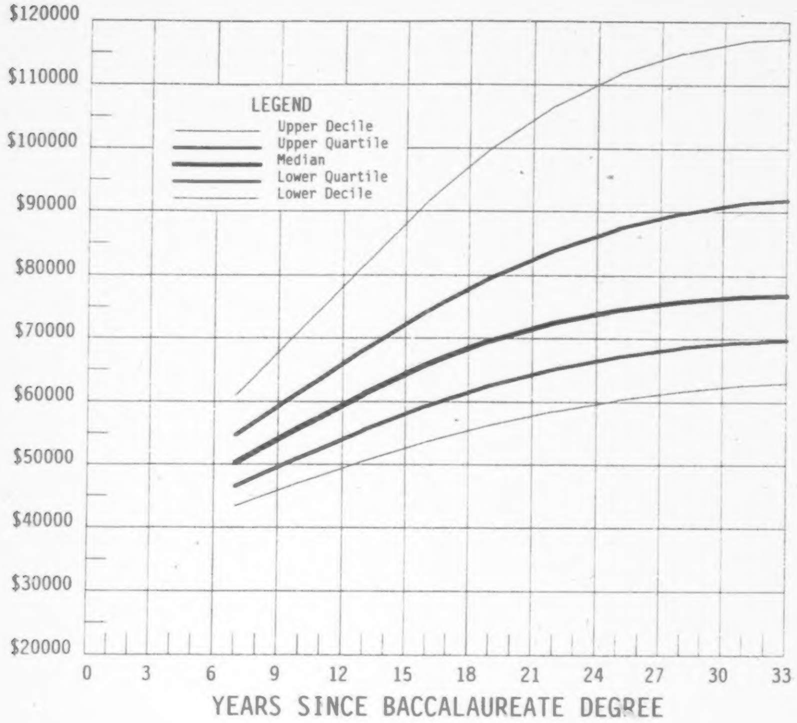
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	43600	44400	45400	46550	47850	49350	50950	52700	54600	58800	65850	73550	81400	88850	95200	100150	103550	106650	74900	3.6
Upper Quartile	39900	40750	41750	42850	44050	45400	46800	48300	49900	53250	58650	64100	69200	73650	77200	79700	81300	82650	62250	3.8
Median	37150	37900	38750	39650	40650	41750	42900	44150	45400	48100	52400	56700	60750	64350	67250	69400	70800	72100	50950	3.6
Lower Quartile	35400	35950	36550	37300	38100	38950	39850	40850	41850	44000	47350	50700	53800	56500	58650	60250	61300	62250	42500	3.6
Lower Decile	34350	34750	35200	35700	36300	36950	37600	38350	39100	40700	43200	45750	48150	50250	52000	53300	54200	55100	38350	3.4
Mean	38300	38950	39700	40550	41550	42650	43800	45050	46350	49200	53800	58550	63100	67200	70600	73100	74800	76300	54650	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	48100	51250	46600	48250	46200	46900	49050	53000	54450	60000	67450	74050	79750	89150	92950	99850	103450	106450	74900	
Upper Quartile	40700	45150	42900	43200	42900	44250	44150	48300	50350	54200	60200	63800	70050	73450	77150	77800	80650	80800	62250	
Median	37200	39900	40150	40250	40100	40850	40350	44100	45350	48800	53550	57250	61550	63700	67400	67750	70150	70800	50950	
Lower Quartile	35200	36650	38000	37650	38150	37900	38400	41000	41400	44250	48050	51350	54400	56750	59100	59600	60600	59700	42500	
Lower Decile	34100	34500	36150	36500	36600	36450	36700	38750	38650	40300	44150	46100	47550	50800	53850	54050	53100	51550	38350	
Mean	39000	41750	41350	41300	40850	41350	41700	45000	46000	49650	55250	59300	63950	67500	70800	71650	73150	73400	54650	
Supporting Data																				
Total Number	279	384	594	810	1096	1077	1170	840	1345	3261	2235	1571	1387	1251	1330	1237	735	805	21408	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

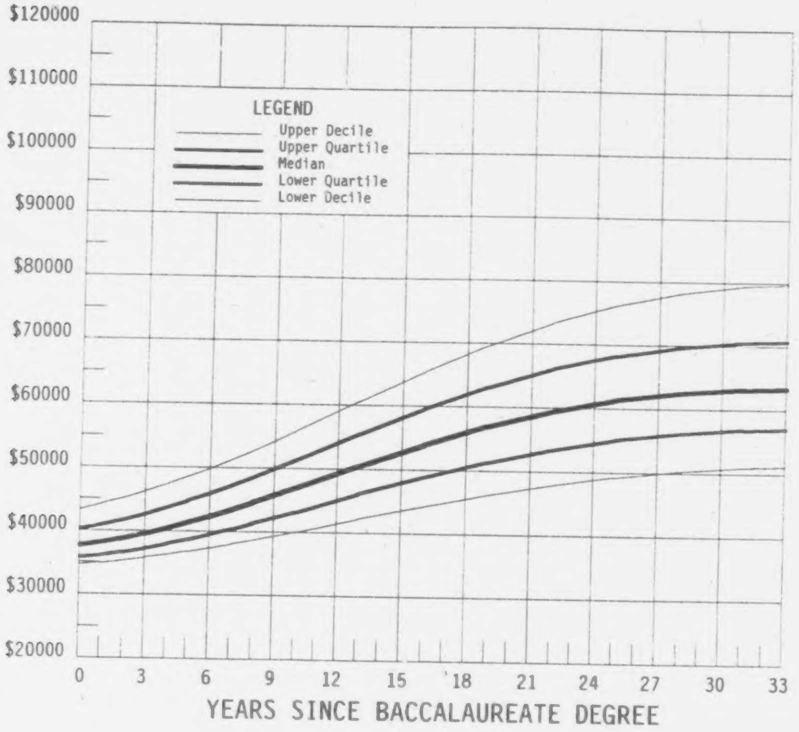
SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61050	64400	71300	81600	91400	99900	106750	111750	115000	116900	118200	104600	4.2
Upper Quartile	0	0	0	0	0	0	0	54650	56950	61500	68150	74250	79600	83950	87300	89750	91400	93250	78950	2.2
Median	0	0	0	0	0	0	0	50300	52200	55950	61200	65850	69650	72550	74600	75950	76750	77450	68150	2.2
Lower Quartile	0	0	0	0	0	0	0	46500	48100	51150	55500	59350	62600	65200	67150	68550	69500	70600	58200	2.2
Lower Decile	0	0	0	0	0	0	0	43350	44600	47100	50550	53650	56350	58550	60300	61650	62650	63950	50500	2.2
Mean	0	0	0	0	0	0	0	51850	53950	58200	64150	69450	73800	77150	79500	80950	81800	82400	71600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53450	0	0	60050	63750	68850	79200	101950	105450	111450	108650	111050	112000	114750	104600	
Upper Quartile	0	0	0	0	48700	0	0	55300	57400	62600	68100	73950	77950	86200	86150	88100	88700	98650	78950	
Median	0	0	0	0	44800	0	0	50150	52850	56350	62400	64250	68350	73200	74750	74900	77650	78550	68150	
Lower Quartile	0	0	0	0	41800	0	0	45650	49000	51800	56500	57600	61550	66200	66750	68000	70150	71600	58200	
Lower Decile	0	0	0	0	39650	0	0	40700	47150	47850	50550	53350	54400	59650	61150	61000	61800	65050	50500	
Mean	0	0	0	0	46100	0	0	51350	54400	58200	64800	69150	72550	78750	79050	79800	81900	83800	71600	
Supporting Data																				
Total Number	8	23	41	40	56	50	47	80	125	543	627	518	557	504	640	617	361	404	5241	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN TRANSPORTATION EQUIPMENT NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43350	44200	45150	46200	47350	48600	49900	51300	52750	55850	60600	65350	69650	73350	76150	78200	79450	80500	63400	3.8
Upper Quartile	40200	40900	41700	42600	43650	44750	45950	47200	48500	51250	55450	59500	63100	66050	68250	69700	70600	71300	55550	4.0
Median	37550	38100	38750	39550	40400	41350	42350	43400	44550	46900	50450	53900	56950	59400	61250	62450	63200	63750	46900	4.0
Lower Quartile	35650	36050	36600	37200	37900	38650	39500	40350	41250	43100	46050	48850	51350	53450	55050	56150	56850	57450	40750	3.8
Lower Decile	34600	34900	35300	35750	36250	36800	37350	38000	38650	40000	42150	44250	46200	47900	49300	50350	51050	51750	37600	3.4
Mean	38550	39050	39600	40300	41100	42000	42950	43950	45050	47350	50900	54450	57700	60450	62550	64050	65000	65750	49150	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	47300	50700	45250	47650	45700	46550	48250	51800	52950	57200	61150	65300	71100	72700	75700	76050	79850	77500	63400	
Upper Quartile	40350	44800	42500	43000	42600	43850	43600	47400	49350	52200	56200	59800	63300	65000	69000	67600	70500	69200	55550	
Median	37100	39750	39950	40100	39950	40600	40200	43650	44650	47600	51200	54500	57950	58900	60850	61400	62400	61050	46900	
Lower Quartile	35150	36450	37800	37550	38050	37800	38350	40800	41050	43350	46600	49200	51250	53600	56550	56450	55100	54100	40750	
Lower Decile	34050	34400	36050	36500	36550	36400	36650	38650	38500	39650	42900	44200	45800	47500	50900	51900	50350	48750	37600	
Mean	38700	41350	40450	41100	40550	41000	41350	44350	45150	47950	51550	54450	58200	59900	63150	63550	64750	62900	49150	
Supporting Data																				
Total Number	271	361	553	771	1040	1027	1123	760	1220	2718	1608	10[illegible]3	830	747	691	620	373	401	16167	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41800	42650	43600	44750	46000	47400	48900	50500	52250	56000	62200	68850	75500	81600	86750	90700	93350	95800	71050	3.6
Upper Quartile	39150	39900	40800	41800	42850	44050	45350	46700	48100	51150	56050	61100	66000	70350	73900	76550	78350	79950	59050	3.6
Median	37150	37700	38350	39100	39950	40900	41950	43050	44250	46750	50800	54950	58950	62500	65350	67500	68950	70200	48350	3.6
Lower Quartile	35450	35850	36350	36950	37650	38400	39200	40100	41050	43050	46300	49550	52650	55350	57500	59100	60150	61100	41000	3.6
Lower Decile	34650	34900	35200	35600	36050	36600	37150	37800	38500	40000	42400	44850	47200	49250	51000	52300	53200	54100	37700	3.4
Mean	37950	38400	39000	39750	40550	41500	42550	43650	44850	47450	51700	56200	60550	64450	67650	70050	71700	73150	51950	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	42300	48400	43800	44550	44950	46200	46900	51000	52700	57000	63600	69150	74850	80000	87250	86200	90250	102850	71050	
Upper Quartile	38900	41900	42000	42350	42150	43300	42850	46750	48550	51950	57300	60450	66950	69800	74950	74100	78600	78300	59050	
Median	36600	39100	39650	39600	39750	40050	39950	43250	44000	47450	51500	55400	60200	61200	66300	66100	67950	68850	48350	
Lower Quartile	34950	36050	37500	37400	37850	37550	38200	40450	40650	43200	46800	50100	52900	55600	58350	58900	60150	58050	41000	
Lower Decile	33850	34200	35900	36400	36500	36300	36550	38450	38300	39550	42850	44800	46850	49600	52550	53750	52100	51050	37700	
Mean	37500	40300	40050	40350	40200	40600	40800	44000	44650	47950	52700	56200	61050	64450	68650	68700	70900	71000	51950	
Supporting Data																				
Total Number	241	299	500	684	956	916	1007	659	1090	2562	1679	1094	914	791	959	910	554	586	16399	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51750	54150	56650	59150	61750	66950	74700	82100	88900	94800	99600	103400	106200	109900	89300	2.2
Upper Quartile	0	0	0	0	47300	49550	51750	53950	56100	60250	66050	71150	75350	78700	81300	83150	84350	85600	76300	3.2
Median	0	0	0	0	44100	45800	47450	49150	50850	54150	58800	63050	66700	69750	72100	73850	75100	76700	66200	2.2
Lower Quartile	0	0	0	0	41550	42950	44350	45750	47150	49900	53800	57350	60500	63150	65300	67000	68250	70000	55950	2.2
Lower Decile	0	0	0	0	39250	40400	41550	42700	43800	46000	49150	52050	54650	56900	58750	60300	61500	63300	48800	2.2
Mean	0	0	0	0	45150	46950	48800	50650	52450	56100	61250	65900	69900	73200	75700	77550	78850	80350	68400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	53600	55800	62350	59850	61750	66600	77850	78550	82350	106100	98050	102050	105550	113250	89300	
Upper Quartile	0	0	0	0	47800	49350	51950	54400	55600	60000	66800	70300	73650	81400	83600	80250	85750	84950	76300	
Median	0	0	0	0	44400	45950	48700	49300	52300	54800	59700	59900	65850	70700	73100	72600	76500	76950	66200	
Lower Quartile	0	0	0	0	41600	43700	46200	45200	48850	50650	53700	56050	59100	63600	65800	67050	68700	70050	55950	
Lower Decile	0	0	0	0	39550	41500	42700	40150	45950	47150	48650	52050	51400	58100	59600	61100	62300	62200	48800	
Mean	0	0	0	0	45800	48000	50250	50850	52900	56250	61900	64800	67750	75650	76100	76100	79450	81400	68400	
Supporting Data																				
Total Number	8	23	33	36	49	40	37	61	81	374	381	313	349	283	466	423	266	281	3504	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41750	42400	43250	44200	45250	46450	47750	49100	50550	53550	58250	62900	67050	70450	73050	74800	75850	76700	61350	4.0
Upper Quartile	39250	39850	40550	41400	42350	43400	44550	45750	47000	49650	53800	57800	61400	64300	66550	68000	68900	69600	53200	4.0
Median	37350	37750	38300	38950	39700	40600	41500	42550	43600	45850	49350	52800	55850	58350	60250	61500	62250	62850	45200	4.0
Lower Quartile	35400	35850	36350	36900	37550	38250	39000	39800	40650	42400	45150	47850	50350	52450	54150	55350	56150	56850	39900	3.6
Lower Decile	34650	34900	35250	35600	36050	36550	37050	37600	38200	39450	41450	43500	45400	47150	48600	49750	50600	51450	37100	3.2
Mean	38000	38350	38850	39450	40150	41000	41900	42850	43850	46050	49500	52950	56150	58850	60950	62450	63350	64100	47450	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	40700	47000	43400	43900	44100	45800	46150	49550	51750	54300	58850	62550	68150	68900	73300	71950	77750	75150	61350	
Upper Quartile	38550	41200	41550	42100	41800	42950	42350	46150	47350	50350	54500	58300	62450	62750	67500	66250	67950	67500	53200	
Median	36500	38850	39400	39400	39600	39850	39800	42900	43550	46450	49900	53350	57100	57950	59900	60600	61700	60000	45200	
Lower Quartile	34900	35850	37350	37350	37750	37450	38150	40250	40350	42500	45800	48200	50000	53350	55350	56150	54100	53200	39900	
Lower Decile	33800	34100	35750	36400	36450	36300	36500	38350	38200	39100	41950	42600	45650	47200	50150	52150	49400	48100	37100	
Mean	37100	39650	39600	40050	39900	40250	40450	43300	44000	46550	50000	52750	56950	58200	61650	62200	63050	61350	47450	
Supporting Data																				
Total Number	233	276	468	647	907	876	970	599	1009	2188	1298	780	565	507	493	486	288	305	12895	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47300	49100	51000	53050	55250	57600	60100	65450	74300	83850	93500	102550	110350	116350	120450	124250	84400	3.6
Upper Quartile	0	0	44550	46300	48100	49950	51850	53700	55600	59400	65050	70400	75400	79850	83650	86850	89350	93050	70300	2.2
Median	0	0	41500	43100	44750	46350	48000	49650	51250	54450	58900	62950	66400	69250	71450	73100	74300	75800	58500	2.2
Lower Quartile	0	0	39050	40450	41850	43200	44550	45900	47200	49750	53150	56100	58450	60250	61600	62450	63050	63600	49750	2.2
Lower Decile	0	0	37200	38350	39500	40650	41750	42800	43850	45800	48400	50550	52250	53500	54350	54900	55200	55500	44150	2.2
Mean	0	0	42350	44000	45700	47350	49050	50750	52450	55850	60750	65300	69350	72850	75650	77750	79200	80750	62650	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	55500	54450	49850	50000	52950	55650	58900	65450	74050	83200	104300	106000	109400	112200	112800	112300	84400	
Upper Quartile	0	0	48750	51600	47200	47100	49750	52500	54450	60000	66400	71500	75600	76950	82400	88850	89100	94750	70300	
Median	0	0	45000	46050	43850	45050	46400	47950	50750	54950	60450	62500	65200	69150	72000	72750	74700	76000	58500	
Lower Quartile	0	0	41700	41900	41100	42800	42350	44550	47450	50200	55000	55900	57300	59800	60700	61500	62850	66700	49750	
Lower Decile	0	0	39500	39000	39150	41250	39300	41150	44450	45800	50750	50350	50200	52150	57050	54200	54950	56100	44150	
Mean	0	0	48050	46550	44950	45650	47300	48600	51550	55750	62800	66250	69400	72100	75550	77300	78650	79950	62650	
Supporting Data																				
Total Number	38	86	94	127	138	161	162	178	248	670	521	444	434	431	344	270	159	196	4702	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	63500	67300	75100	86800	97700	107050	114350	119450	122700	124450	125600	112500	4.4
Upper Quartile	0	0	0	0	0	0	0	56200	58800	64150	72150	79850	86900	92900	97750	101450	104100	107400	84250	2.2
Median	0	0	0	0	0	0	0	52450	54650	59000	65100	70300	74400	77300	79150	80100	80450	80200	72050	2.2
Lower Quartile	0	0	0	0	0	0	0	48800	50700	54350	59450	63750	67150	69550	71050	71850	72200	72050	62800	2.2
Lower Decile	0	0	0	0	0	0	0	46350	48050	51250	55500	58900	61300	62750	63500	63650	63500	62700	56250	2.2
Mean	0	0	0	0	0	0	0	54300	56850	61900	69100	75350	80250	83650	85700	86650	86900	86200	77050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	61600	66200	71650	84900	111500	114750	114600	117150	116350	117600	116650	112500	
Upper Quartile	0	0	0	0	0	0	0	57150	61150	66350	70750	79150	84950	89300	105400	103400	106500	104100	84250	
Median	0	0	0	0	0	0	0	53650	54100	60650	65100	70000	73950	75150	79050	80200	81950	81750	72050	
Lower Quartile	0	0	0	0	0	0	0	47600	49200	55900	60750	62650	65650	69150	72050	69000	73550	74750	62800	
Lower Decile	0	0	0	0	0	0	0	44800	47650	51100	57300	57800	61250	64300	64950	58650	55950	71250	56250	
Mean	0	0	0	0	0	0	0	52950	57100	62500	69300	75750	80250	82100	86250	84800	87050	88600	77050	
Supporting Data																				
Total Number	0	0	9	3	6	11	11	19	43	169	242	202	204	211	165	156	86	119	1654	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47200	48950	50700	52450	54200	55950	57700	61150	66100	70650	74650	78100	80950	83200	84900	87250	69550	2.2
Upper Quartile	0	0	44900	46450	47950	49450	50950	52450	53900	56750	60700	64200	67200	69650	71600	73100	74150	75550	60400	2.2
Median	0	0	41950	43350	44750	46100	47450	48750	50000	52400	55600	58200	60250	61750	62800	63400	63800	64050	53100	2.2
Lower Quartile	0	0	39300	40550	41750	42900	44050	45150	46250	48200	50800	52850	54400	55500	56150	56550	56750	56750	46650	2.2
Lower Decile	0	0	37450	38500	39450	40450	41350	42250	43100	44650	46600	48100	49150	49850	50250	50450	50450	50300	42400	2.2
Mean	0	0	42550	43900	45200	46550	47850	49150	50400	52800	56150	59000	61400	63350	64800	65900	66700	67650	54900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49950	54400	49600	49450	52600	55000	57300	62150	66750	70800	74300	75400	82250	84850	88800	84450	69550	
Upper Quartile	0	0	47650	51550	46850	46800	49550	51850	53300	57900	61100	63350	65850	69650	72700	74000	75600	73850	60400	
Median	0	0	44350	46150	43700	44850	46150	47400	50450	53550	56150	57750	58500	61400	61950	64000	66000	65350	53100	
Lower Quartile	0	0	41400	41950	41050	42650	42150	44300	46900	48850	52200	52100	52500	54050	57950	57400	57950	56500	46650	
Lower Decile	0	0	39350	39050	39100	41200	39150	40900	44050	45050	48750	47500	45500	48900	56000	47700	53450	48950	42400	
Mean	0	0	44950	46500	44750	45150	46900	48050	50400	53500	57200	58350	59750	62500	65750	66950	68800	66750	54900	
Supporting Data																				
Total Number	38	86	86	124	132	150	151	159	205	502	280	242	230	220	179	114	73	78	3048	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

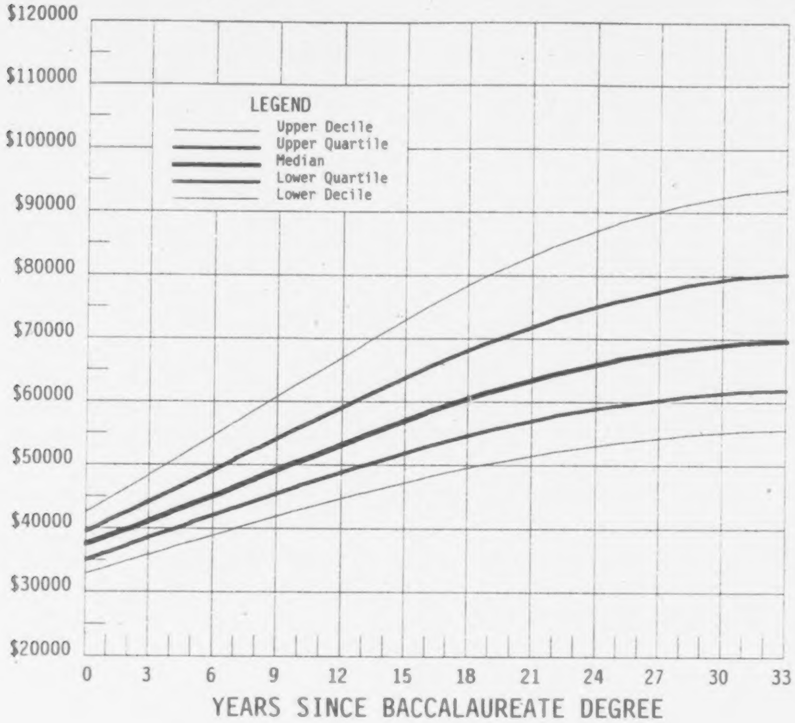
1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65600	74350	83350	92200	100500	107950	114050	118700	124250	107800	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	61700	69050	76300	83200	89450	94850	99250	102650	106900	87100	2.8
Median	0	0	0	0	0	0	0	0	0	57500	63350	68750	73500	77500	80700	83150	84950	87100	71500	2.8
Lower Quartile	0	0	0	0	0	0	0	0	0	55350	60050	63800	66650	68700	70150	71100	71700	72300	62450	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	52250	56150	59200	61400	62950	64000	64700	65100	65400	57400	3.6
Mean	0	0	0	0	0	0	0	0	0	58500	64700	70450	75500	79800	83250	85900	87850	90150	76650	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66800	75000	79200	87650	110000	114150	117950	117700	110350	107800	
Upper Quartile	0	0	0	0	0	0	0	0	0	63900	70250	72400	78350	89500	98350	107400	106700	92200	87100	
Median	0	0	0	0	0	0	0	0	0	59250	65600	66900	66650	75350	80000	95750	87500	73200	71500	
Lower Quartile	0	0	0	0	0	0	0	0	0	56450	61400	62100	61550	70600	70650	77300	74350	62250	62450	
Lower Decile	0	0	0	0	0	0	0	0	0	51950	57000	58950	58500	65850	64950	67050	68400	57400	57400	
Mean	0	0	0	0	0	0	0	0	0	59700	65850	67800	71100	81750	84850	92150	90100	79000	76650	
Supporting Data																				
Total Number	0	0	0	0	1	1	2	3	7	28	35	33	39	29	28	58	22	22	307	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: TRANSPORTATION EQUIPMENT, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	73050	79550	84900	88950	91800	93550	94500	95050	86150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61900	68200	73800	78300	81700	84050	85500	86250	86650	74900	2.2
Median	0	0	0	0	0	0	0	0	0	58050	63150	67150	69900	71500	72100	72050	71600	70200	66700	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55200	59800	63200	65300	66250	66300	65800	65000	63150	60500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51750	55650	58450	60000	60600	60450	59800	59000	57200	56400	2.2
Mean	0	0	0	0	0	0	0	0	0	58500	63900	68350	71700	73850	75000	75450	75400	74650	69050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	66700	73850	78200	82450	88850	98000	91500	98500	93400	86150	
Upper Quartile	0	0	0	0	0	0	0	0	0	63600	69900	71250	75800	80950	87500	84800	90400	86250	74900	
Median	0	0	0	0	0	0	0	0	0	59150	65550	66350	64650	73000	75000	73000	75700	68650	66700	
Lower Quartile	0	0	0	0	0	0	0	0	0	56400	61100	62050	61200	69000	68350	65800	72450	60250	60500	
Lower Decile	0	0	0	0	0	0	0	0	0	51800	56450	59400	58000	59600	61600	59600	61200	56850	56400	
Mean	0	0	0	0	0	0	0	0	0	59600	65200	67100	68300	74350	78250	76150	80050	72400	69050	
Supporting Data																				
Total Number	0	0	0	0	1	1	2	3	6	28	30	30	35	20	18	20	12	18	224	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

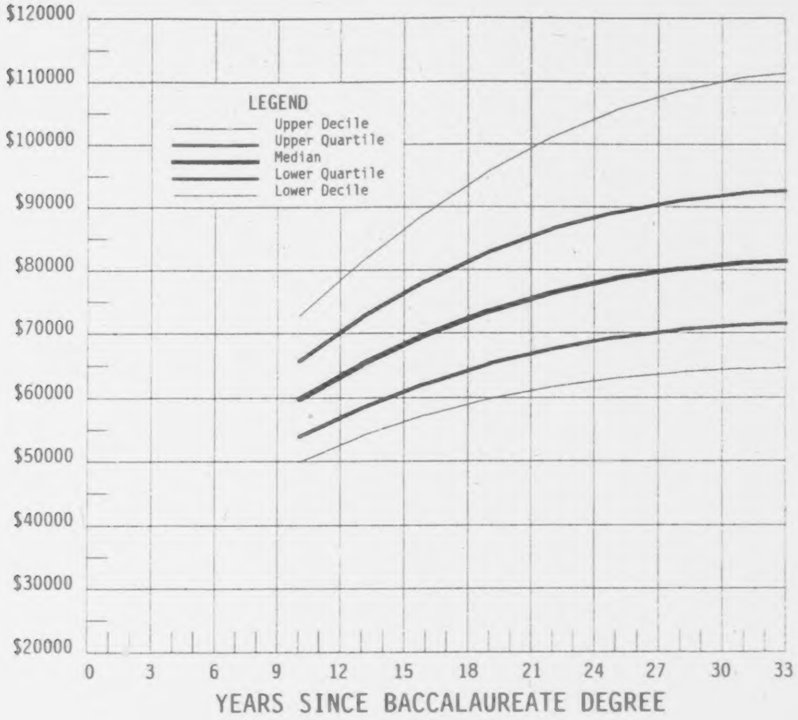
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42600	44550	46500	48450	50500	52550	54600	56700	58800	62950	69100	74900	80150	84650	88300	91100	93050	95100	81500	3.2
Upper Quartile	39550	41100	42650	44250	45900	47500	49200	50850	52500	55850	60750	65350	69500	73100	76000	78250	79800	81450	68950	3.2
Median	37450	38650	39900	41200	42500	43800	45150	46500	47850	50550	54500	58250	61600	64400	66700	68350	69450	70550	58850	3.4
Lower Quartile	35000	36150	37350	38550	39700	40900	42100	43250	44400	46700	49950	52900	55500	57700	59450	60750	61650	62550	49400	3.2
Lower Decile	32850	33850	34900	35900	36900	37950	38950	39950	40950	42900	45650	48100	50300	52100	53550	54600	55350	56100	42150	3.2
Mean	38200	39500	40850	42200	43550	44950	46350	47800	49200	52050	56250	60200	63800	66900	69450	71400	72750	74200	61000	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43950	48000	46900	46950	55050	53850	[illegible]	60200	62300	70200	72850	79950	86550	89400	89550	94000	94200	81500	
Upper Quartile	0	41400	42850	43700	45300	46950	48750	50500	53600	55850	61500	64500	69300	72450	77700	78200	82250	79750	68950	
Median	0	38800	40300	40800	42500	42950	43550	46150	48400	50650	55250	57700	62000	63650	67450	69350	70400	69100	58850	
Lower Quartile	0	36600	38200	38150	39450	40400	40800	43200	44600	46900	50100	52650	55800	57000	60550	61050	63050	61200	49400	
Lower Decile	0	33550	35550	35600	37150	38400	38850	40250	41500	42500	45700	48000	50250	51000	54850	56300	56700	54600	42150	
Mean	0	39050	41100	42100	42900	44900	45750	47500	49850	51850	56750	59600	64000	67150	70500	71350	74200	72500	61000	
Supporting Data																				
Total Number	25	64	90	89	84	100	86	110	114	440	482	426	478	400	381	278	252	479	4377	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	4	1	1	4	8	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

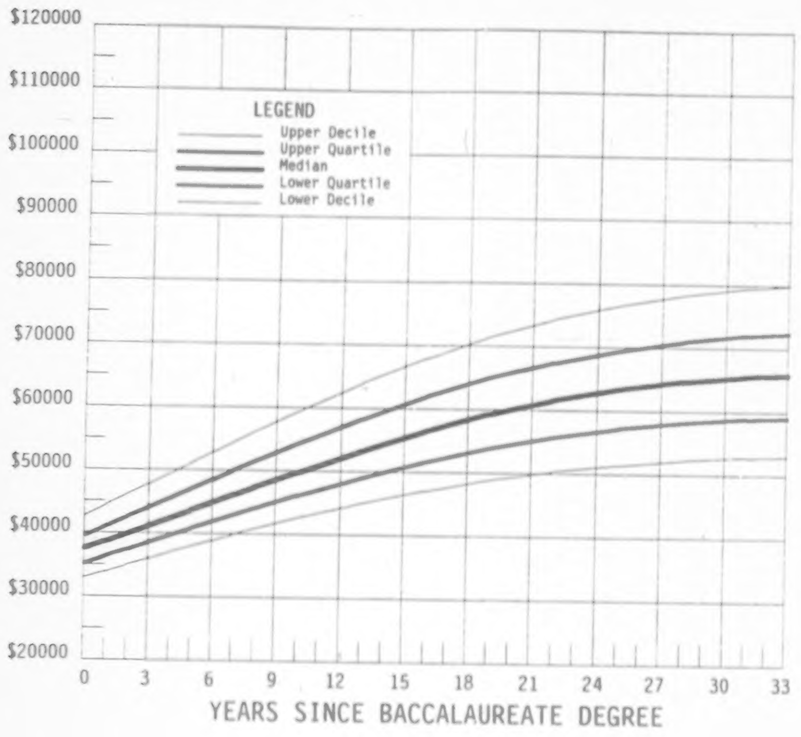
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72700	81300	89050	95750	101200	105450	108600	110800	113150	100400	3.0
Upper Quartile	0	0	0	0	0	0	0	0	0	65750	72450	78200	82850	86500	89150	91050	92300	93500	86200	3.2
Median	0	0	0	0	0	0	0	0	0	59800	65200	69750	73500	76400	78600	80150	81200	82300	74450	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	53850	58400	62200	65250	67550	69300	70500	71250	72050	65050	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	49900	54000	57300	59850	61700	63050	63950	64500	65050	58050	3.4
Mean	0	0	0	0	0	0	0	0	0	61300	67000	71950	76050	79250	81700	83450	84650	85950	77750	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72400	82050	84650	98100	108900	100650	104750	108250	117050	100400	
Upper Quartile	0	0	0	0	0	0	0	0	0	66050	74000	75500	82950	88550	87700	88500	91550	96250	86200	
Median	0	0	0	0	0	0	0	0	0	60950	67250	66650	73750	75950	77800	78550	82000	84200	74450	
Lower Quartile	0	0	0	0	0	0	0	0	0	56200	59100	58950	65500	66100	70700	71050	69900	73150	65050	
Lower Decile	0	0	0	0	0	0	0	0	0	49800	55600	54450	61200	60300	63650	65100	64050	64950	58050	
Mean	0	0	0	0	0	0	0	0	0	62250	67850	68850	77300	80250	80800	81450	83650	88150	77750	
Supporting Data																				
Total Number	0	1	0	6	2	5	4	7	8	50	84	79	120	124	142	95	99	134	961	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	4	1	1	3	8	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	42750	44400	46100	47800	49450	51150	52850	54500	56200	59400	63950	68000	71500	74350	76600	78300	79550	81150	71650	2.2
Upper Quartile	39500	41000	42500	44000	45500	47000	48500	50000	51450	54300	58300	61900	64950	67450	69450	70950	72050	73500	63700	2.2
Median	37450	38650	39850	41100	42350	43600	44850	46100	47300	49750	53250	56450	59250	61550	63350	64700	65550	66400	55450	3.4
Lower Quartile	35200	36300	37400	38500	39650	40750	41850	42900	44000	46100	49000	51650	53900	55750	57200	58200	58900	59550	47300	3.4
Lower Decile	32950	33950	34950	36000	37000	37950	38900	39850	40800	42550	44950	47100	48900	50350	51450	52300	52850	53450	41050	3.2
Mean	38000	39300	40550	41800	43100	44400	45650	46900	48150	50600	54050	57150	59900	62200	64050	65400	66350	67300	56300	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	44000	48000	45850	46700	51050	52300	57200	58700	59100	64150	68350	70400	72850	77750	79450	81050	80650	71650	
Upper Quartile	0	41450	42850	43150	45100	46300	48050	49750	52550	54300	58750	62150	64700	66150	69700	71600	73400	73100	63700	
Median	0	38850	40300	40400	42350	42750	43450	45900	48150	49850	53900	56200	59500	60950	63450	64450	66150	66150	55450	
Lower Quartile	0	36700	38200	37950	39350	40300	40800	43100	44500	46250	49100	51550	54150	54900	57450	58850	60850	58600	47300	
Lower Decile	0	34000	35550	35350	37100	38350	38950	40400	41350	42050	44850	47400	48650	49650	52800	53750	53850	52200	41050	
Mean	0	39250	41100	40600	42400	44200	44850	47050	49350	50500	54400	57500	59550	61250	64400	66150	68050	66450	56300	
Supporting Data																				
Total Number	25	63	90	82	82	94	81	103	105	390	398	347	358	276	240	183	153	345	3416	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42250	43950	45700	47500	49350	51250	53150	55100	57100	61050	66850	72300	77050	80900	83850	85900	87150	88150	74850	3.8
Upper Quartile	39000	40500	42050	43600	45200	46800	48400	50000	51550	54700	59150	63150	66650	59450	71600	73100	74050	74900	64350	3.6
Median	37150	38300	39500	40700	41950	43200	44450	45750	47050	49550	53250	56600	59550	62000	63850	65150	66000	66750	54900	3.6
Lower Quartile	34900	36000	37150	38300	39400	40500	41600	42700	43800	45850	48750	51350	53550	55300	56700	57650	58300	58950	46450	3.4
Lower Decile	32500	33600	34650	35700	36750	37750	38700	39650	40600	42300	44600	46500	48050	49250	50150	50800	51200	51600	40350	3.4
Mean	37700	38950	40250	41550	42850	44200	45550	46900	48250	50950	54800	58350	61450	63950	65900	67250	68150	68900	56900	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43850	47600	46850	45900	49600	52000	55150	59600	60750	68700	69750	79600	82950	82600	90100	85900	84700	74850	
Upper Quartile	0	40700	42450	43250	44250	45500	47350	49300	53000	55150	59700	61900	66550	70200	74000	77450	72500	71650	64350	
Median	0	38300	39950	40300	41300	42200	43350	45650	47700	49900	53900	55500	60100	61700	64700	68550	65350	64800	54900	
Lower Quartile	0	36400	37950	37700	38550	39650	41000	43050	44050	46350	48750	50900	53850	53900	58500	59150	58750	57550	46450	
Lower Decile	0	33200	35250	35200	36450	38050	38800	41000	41300	42000	44200	46400	47900	48200	52600	51500	52750	49950	40350	
Mean	0	38600	40800	41350	41100	43600	45350	46700	49100	51000	55250	57300	62250	64650	66900	69900	67850	66250	56900	
Supporting Data																				
Total Number	23	57	77	78	53	74	71	80	80	322	327	266	256	202	216	125	117	247	2672	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	1	1	1	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72950	80550	86900	91800	95400	97850	99350	100200	100750	93450	4.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63550	69850	75300	79700	82900	85050	86350	86950	87100	80950	2.2
Median	0	0	0	0	0	0	0	0	0	58800	64000	68300	71600	73950	75350	76100	76300	76050	70950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	53650	57700	60950	63350	65050	66250	67050	67550	68000	62200	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	49100	53100	56300	58650	60200	61100	61450	61450	61000	55200	2.2
Mean	0	0	0	0	0	0	0	0	0	60500	65700	69950	73300	75850	77650	78850	79600	80200	73350	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	69950	80800	84500	101900	101900	93750	94800	102550	97550	93450	
Upper Quartile	0	0	0	0	0	0	0	0	0	63500	71750	72700	82850	83500	81900	84900	84050	91100	80950	
Median	0	0	0	0	0	0	0	0	0	59450	65350	64750	73800	73650	74850	76850	71250	78650	70950	
Lower Quartile	0	0	0	0	0	0	0	0	0	55000	58750	56650	63200	65700	66400	70550	65800	67200	62200	
Lower Decile	0	0	0	0	0	0	0	0	0	49550	55300	53150	60350	56450	61950	64550	58450	61750	55200	
Mean	0	0	0	0	0	0	0	0	0	59600	66350	66600	77100	77950	76550	78900	77200	80050	73350	
Supporting Data																				
Total Number	0	1	0	5	0	3	3	4	7	38	57	44	60	61	80	55	39	64	523	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	1	1	1	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42000	43700	45400	47100	48800	50500	52150	53750	55350	58400	62450	65850	68500	70400	71700	72500	72900	73150	66800	2.2
Upper Quartile	38900	40400	41850	43350	44850	46300	47750	49150	50550	53250	56900	60000	62500	64400	65800	66750	67350	67950	59800	2.2
Median	37050	38250	39450	40700	41900	43100	44300	45500	46650	48900	52050	54800	57100	58950	60350	61300	61900	62450	52100	3.6
Lower Quartile	34950	36100	37200	38250	39350	40400	41450	42450	43450	45350	48000	50250	52150	53650	54800	55600	56150	56650	44550	3.4
Lower Decile	32700	33750	34800	35800	36800	37750	38650	39550	40350	41900	43900	45500	46750	47700	48400	48900	49200	49500	39550	3.4
Mean	37550	38800	40050	41300	42550	43800	45000	46200	47350	49600	52700	55400	57650	59400	60700	61650	62200	62700	52900	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	43550	43900	47600	45550	45900	48900	50950	54200	58100	58350	63200	65650	67600	69850	72450	75300	74350	71900	66800	
Upper Quartile	40150	40750	42450	42700	44250	45000	46900	48900	51900	53350	57100	59850	62750	63700	66300	68300	67850	67200	59800	
Median	38250	38400	39950	39950	41300	42100	43250	45550	47350	49300	52400	54550	57500	57750	61100	61200	62700	61750	52100	
Lower Quartile	34800	36500	37950	37450	38550	39650	41050	43050	43850	45650	48000	50100	52400	52450	55300	57150	56450	56100	44550	
Lower Decile	32250	33700	35250	35050	36450	38000	38950	41100	41100	41600	43300	45550	46500	47450	50250	50500	51500	47650	39550	
Mean	39250	38800	40800	40250	41100	42900	44500	46550	48450	49850	52900	55450	57650	58900	61200	62950	63200	61400	52900	
Supporting Data																				
Total Number	23	56	77	72	53	71	67	76	73	284	270	221	196	141	136	70	78	183	2149	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	53350	55450	57550	59650	61800	66050	72350	78300	83750	88600	92700	96050	98650	102400	87250	2.2
Upper Quartile	0	0	0	0	47350	48950	50600	52200	53850	57150	62000	66650	71050	75000	78450	81400	83800	87550	72550	2.2
Median	0	0	0	0	44000	45400	46800	48150	49550	52300	56250	59900	63200	66150	68600	70600	72100	74150	62650	2.6
Lower Quartile	0	0	0	0	40650	42000	43300	44600	45850	48350	51850	55000	57750	60100	61950	63450	64500	65800	54300	2.8
Lower Decile	0	0	0	0	38250	39450	40600	41750	42900	45100	48100	50800	53100	54950	56450	57600	58400	59250	46800	3.0
Mean	0	0	0	0	45350	46850	48350	49800	51300	54250	58500	62500	66150	69350	72150	74400	76200	78800	65500	2.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49300	0	51600	59500	55650	59250	62150	67400	74050	78550	79500	91050	96900	88250	95900	107350	87250	
Upper Quartile	0	0	45100	0	46500	50300	53600	50100	52300	57650	62850	67250	69800	73950	82650	75750	86000	88750	72550	
Median	0	0	42450	0	44050	45100	47350	47000	49000	51850	56850	60550	63250	64450	70900	68450	74700	73600	62650	
Lower Quartile	0	0	40200	0	41450	42550	40150	42400	46150	47450	53150	55500	57750	59500	63100	60750	66400	65800	54300	
Lower Decile	0	0	38250	0	39100	41200	38850	39000	42900	44200	48700	51200	53300	54500	57350	56550	61150	57900	46800	
Mean	0	0	43000	0	45300	48050	47450	47900	51200	54050	59500	63050	65050	69000	74750	70600	78000	79300	65500	
Supporting Data																				
Total Number	2	7	13	11	30	24	14	24	26	100	127	132	184	155	119	98	80	140	1286	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	6	8	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	75200	83750	91800	98950	105000	109800	113400	115950	119100	107800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	67200	74050	80300	85750	90200	93650	96150	97900	99950	90200	2.2
Median	0	0	0	0	0	0	0	0	0	60300	65900	71000	75500	79200	82150	84400	86000	88000	77950	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54600	59350	63550	67100	69850	71950	73350	74300	75300	67400	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	51250	55600	59250	62100	64150	65500	66300	66650	66750	61500	2.2
Mean	0	0	0	0	0	0	0	0	0	62450	68150	73400	77950	81750	84750	87000	88650	90700	81300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	89650	86250	90650	93200	109250	109000	111850	101800	132550	107800	
Upper Quartile	0	0	0	0	0	0	0	0	0	81250	75750	78400	82000	92750	93950	89450	91050	108700	90200	
Median	0	0	0	0	0	0	0	0	0	66050	70350	67650	73100	80100	81850	82200	84000	91500	77950	
Lower Quartile	0	0	0	0	0	0	0	0	0	62450	59900	62650	67450	65700	75200	70600	73800	77500	67400	
Lower Decile	0	0	0	0	0	0	0	0	0	60250	55700	57200	63700	60500	67350	63850	65950	69000	61500	
Mean	0	0	0	0	0	0	0	0	0	71350	70650	71300	76350	81000	85850	83600	84100	96400	81300	
Supporting Data																				
Total Number	0	0	0	1	1	2	1	3	1	11	27	30	53	53	45	27	38	51	345	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	6	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	48650	50100	51600	53050	54550	56000	57450	60350	64550	68450	72100	75300	78100	80450	82300	85250	74350	2.2
Upper Quartile	0	0	43650	45150	46650	48150	49650	51100	52550	55350	59300	62850	66000	68650	70800	72550	73800	75500	66450	2.6
Median	0	0	41150	42450	43750	45050	46350	47650	48900	51350	54800	57900	60650	62950	64850	66350	67400	68750	58850	2.8
Lower Quartile	0	0	38250	39500	40750	42000	43200	44400	45550	47800	50900	53600	55900	57850	59350	60450	61250	62150	51400	3.0
Lower Decile	0	0	36350	37450	38500	39550	40600	41600	42600	44500	47150	49500	51450	53100	54400	55400	56050	56850	44900	3.0
Mean	0	0	42100	43400	44700	46050	47350	48600	49900	52350	55800	58950	61700	64050	65950	67450	68550	69900	59700	2.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49300	46250	50150	59850	54700	56100	58550	60700	63800	70900	69450	72950	83700	77600	84850	85950	74350	
Upper Quartile	0	0	45100	45100	46250	48050	52700	48900	51800	55250	59550	64850	65000	66900	72500	71500	75700	75600	66450	
Median	0	0	42450	43200	43850	44550	45700	46100	48750	50950	55450	58800	60550	61950	65900	64300	69500	68900	58850	
Lower Quartile	0	0	40200	41300	41350	42350	40000	41400	46000	47100	52050	54350	55850	57550	59550	58850	62700	62150	51400	
Lower Decile	0	0	38250	39450	39050	41100	38800	38800	42550	43900	47750	50050	51400	52500	55800	53400	60050	55950	44900	
Mean	0	0	43000	43050	44500	47400	46300	46250	50700	51850	56500	60600	60500	62700	68100	65600	72350	69450	59700	
Supporting Data																				
Total Number	2	7	13	10	28	22	13	21	25	89	100	101	131	102	75	71	42	89	941	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

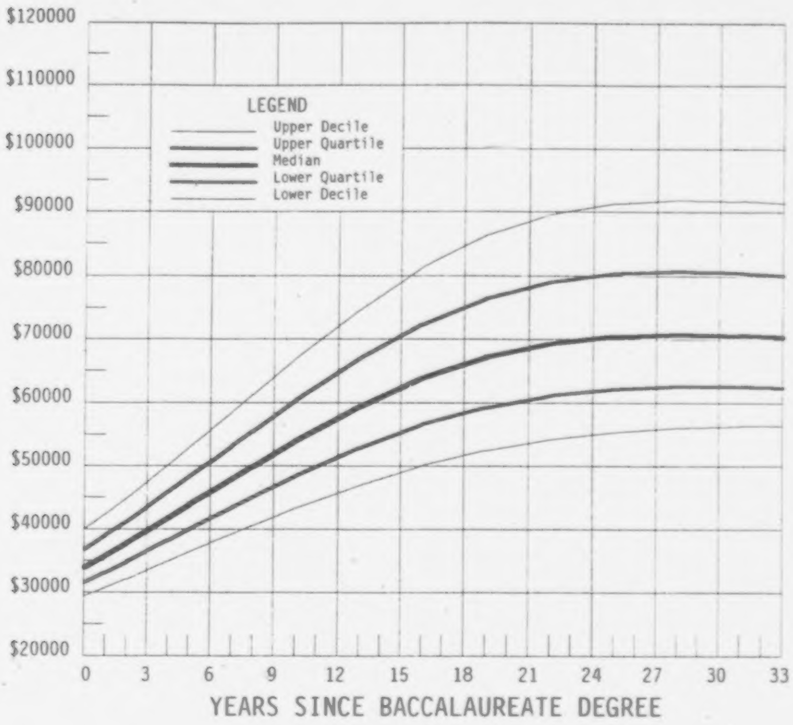
1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65550	72350	78550	83950	88400	91800	94350	96050	98100	91550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	59600	65400	70650	75150	78850	81650	83700	85050	86650	79800	2.2
Median	0	0	0	0	0	0	0	0	0	55500	60150	64200	67650	70400	72500	74000	75000	76150	71050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51850	56150	59900	62900	65200	66850	67900	68550	69100	62900	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48950	57600	60300	60900	61000	61050	61050	61050	61050	56800	15.0
Mean	0	0	0	0	0	0	0	0	0	56450	61500	66050	69950	73150	75600	77450	78700	80300	73250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	62600	76450	76700	83150	86300	93600	92550	103350	95650	91550	
Upper Quartile	0	0	0	0	0	0	0	0	0	58900	65100	72150	75250	74750	82900	84800	90150	84350	79800	
Median	0	0	0	0	0	0	0	0	0	55450	61500	63100	69350	67800	74100	71900	76250	76400	71050	
Lower Quartile	0	0	0	0	0	0	0	0	0	52650	57050	60200	63800	63150	67350	66350	67750	70350	62900	
Lower Decile	0	0	0	0	0	0	0	0	0	50550	53700	54500	58300	58850	59800	61550	64850	64550	56800	
Mean	0	0	0	0	0	0	0	0	0	55200	62250	65000	71050	72150	76550	76000	82200	79100	73250	
Supporting Data																				
Total Number	0	0	0	0	2	2	1	6	7	18	28	28	38	42	46	55	55	92	418	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	60500	76350	81800	83100	83350	83350	83350	83350	83350	82200	15.0
Upper Quartile	0	0	0	0	0	0	0	0	0	58600	63400	67600	71100	73850	75950	77400	78350	79450	74750	2.2
Median	0	0	0	0	0	0	0	0	0	55200	59450	63150	66200	68550	70300	71550	72350	73200	67500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51550	55550	59000	61800	63900	65350	66350	66950	67450	61300	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48400	52150	55250	57750	59650	60950	61750	62200	62550	55600	2.2
Mean	0	0	0	0	0	0	0	0	0	55550	59750	63500	66650	69200	71200	72650	73650	74900	68650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	62800	69500	75400	77250	75100	82450	86950	91550	90500	82200	
Upper Quartile	0	0	0	0	0	0	0	0	0	58900	64300	66600	73800	71600	75000	77100	76650	80650	74750	
Median	0	0	0	0	0	0	0	0	0	55150	61300	62250	68000	66150	69600	70100	72850	74100	67500	
Lower Quartile	0	0	0	0	0	0	0	0	0	52450	56850	58800	63100	61550	64850	64750	66000	68950	61300	
Lower Decile	0	0	0	0	0	0	0	0	0	50500	53650	54150	58000	58200	58400	60750	64100	63300	55600	
Mean	0	0	0	0	0	0	0	0	0	55050	61600	63300	67600	66850	70100	72500	74100	75450	68650	
Supporting Data																				
Total Number	0	0	0	0	1	2	1	6	7	17	27	24	31	33	29	42	33	73	325	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

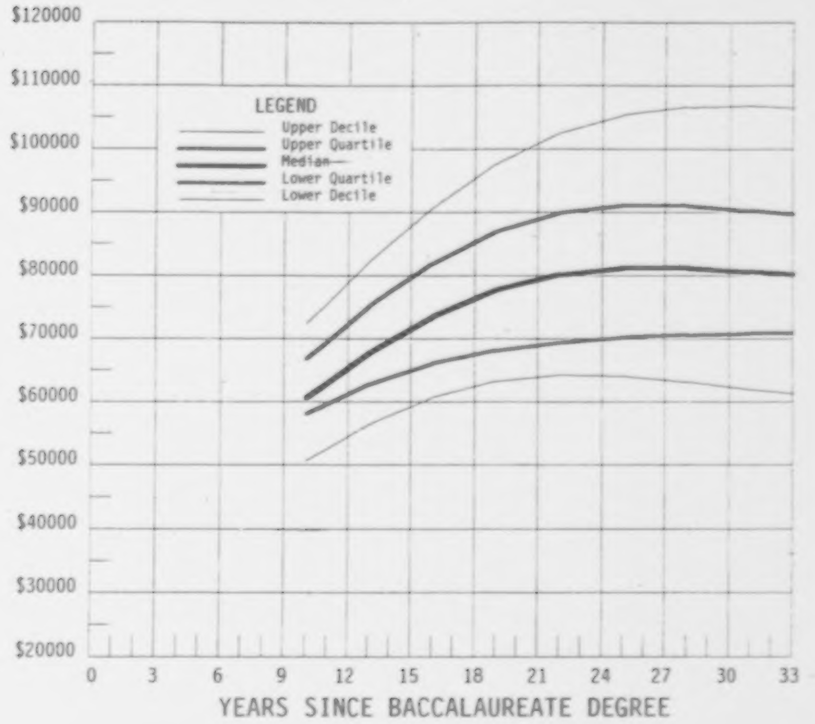
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39950	42400	44900	47500	50150	52900	55650	58450	61300	66850	74650	81250	86300	89600	91350	91950	91800	90450	82350	2.2
Upper Quartile	36800	38950	41150	43450	45850	48250	50650	53100	55550	60300	66900	72350	76400	79000	80350	80700	80450	79100	71150	2.2
Median	33900	35750	37700	39700	41700	43750	45850	47900	49950	53900	59350	63850	67150	69300	70450	70800	70650	69700	60500	2.2
Lower Quartile	31500	33150	34800	36500	38200	39950	41700	43400	45100	48400	52850	56550	59250	61100	62100	62550	62550	62000	49600	2.2
Lower Decile	29400	30750	32150	33550	34950	36400	37800	39200	40600	43300	46950	50050	52500	54250	55400	56100	56400	56500	40600	2.2
Mean	34500	36400	38350	40350	42350	44450	46500	48600	50700	54700	60300	65050	68650	71100	72550	73150	73250	72650	61550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39100	40850	45350	46000	52450	51550	55100	64050	64950	66900	74950	79000	83850	87750	90700	90400	94600	93200	82350	
Upper Quartile	35750	38550	40750	42450	46300	48150	51550	58000	58050	59650	67200	70550	73600	77150	82800	80300	85050	79050	71150	
Median	33700	35100	37500	38700	42050	43800	47450	50200	52050	52950	58850	63600	65950	69200	72200	69550	73550	69250	60500	
Lower Quartile	31700	32050	35150	36300	38050	40100	42150	44450	46700	48150	51900	56550	59200	60100	63350	63200	64500	61100	49600	
Lower Decile	28700	30300	32150	34100	35050	36550	38200	40450	41500	43150	46100	50450	51400	53950	55550	57700	56750	56200	40600	
Mean	34000	35750	38550	39700	42750	44250	47150	51300	52450	54300	59950	64150	67200	70400	74650	72500	75550	72400	61550	
Supporting Data																				
Total Number	507	653	909	1058	1050	1254	1282	1642	1551	5076	4734	3961	3644	3937	3440	2816	1863	3980	43357	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	2	9	19	81	13	18	47	190	
Less Than $22000	1	0	1	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	5	

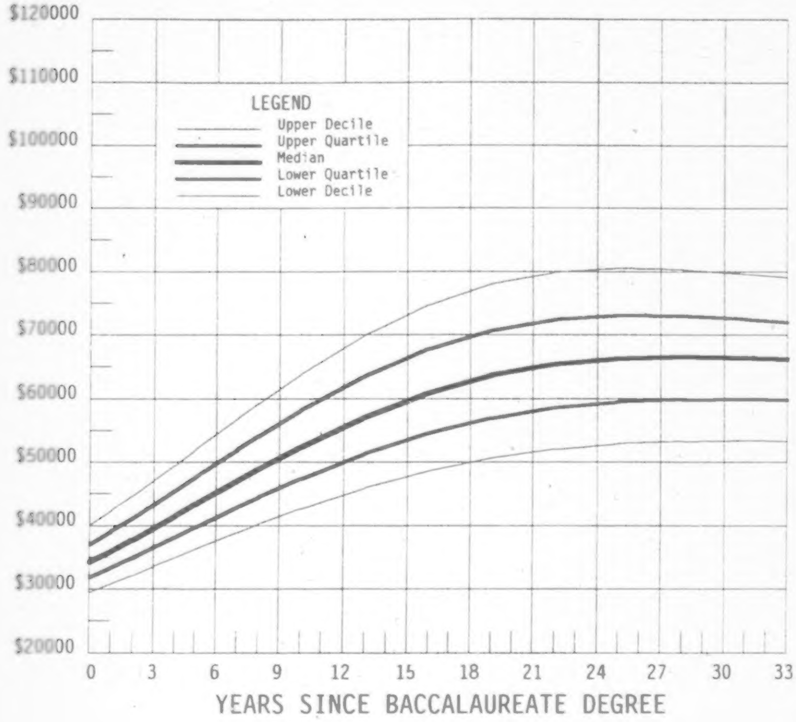
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISURY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72350	82100	90750	97650	102500	105350	106650	106850	105550	97150	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	66800	75050	81950	86950	89900	91100	91050	90300	87850	84750	2.2
Median	0	0	0	0	0	0	0	0	0	60550	67650	73450	77650	80150	81200	81200	80600	78600	75300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	58000	62750	66050	68150	69450	70250	70650	70850	70950	65450	4.8
Lower Decile	0	0	0	0	0	0	0	0	0	50750	56400	60650	63250	64300	64100	63200	61950	59300	58000	2.2
Mean	0	0	0	0	0	0	0	0	0	61250	68750	75000	79500	82300	83500	83550	83000	80900	77200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67400	0	79800	83650	86300	92400	99800	108900	101400	104400	112300	97150	
Upper Quartile	0	0	0	0	0	0	0	66200	0	70450	78200	80200	81950	86400	89250	91450	91550	91850	84750	
Median	0	0	0	0	0	0	0	64250	0	61250	68350	72450	73800	78000	82850	80900	82350	79500	75300	
Lower Quartile	0	0	0	0	0	0	0	57650	0	56450	61200	65850	67850	70000	73700	72250	68600	69100	65450	
Lower Decile	0	0	0	0	0	0	0	54250	0	47750	57100	60750	62900	62300	65000	65350	62550	58650	58000	
Mean	0	0	0	0	0	0	0	61750	0	62200	69800	73650	78300	80350	85350	82900	82350	82900	77200	
Supporting Data																				
Total Number	1	7	8	17	16	42	108	249	105	766	1070	1068	1262	1432	1432	936	956	1351	10824	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	2	9	17	79	10	16	39	174	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40100	42350	44700	47100	49500	51950	54400	56850	59250	63850	69950	74750	78050	79850	80500	80300	79650	77850	73150	2.2
Upper Quartile	37000	39050	41150	43250	45450	47600	49800	51950	54100	58150	63550	67800	70700	72400	73050	72950	72450	70950	65500	2.2
Median	34150	35900	37750	39600	41450	43350	45200	47050	48900	52400	57100	60900	63650	65400	66300	66550	66400	65500	55950	2.2
Lower Quartile	31750	33300	34900	36500	38100	39700	41250	42850	44400	47350	51300	54550	56950	58600	59500	59900	59950	59500	46700	2.2
Lower Decile	29550	30850	32200	33550	34900	36250	37600	38900	40200	42650	45900	48600	50650	52050	52900	53300	53450	53300	38600	2.2
Mean	34650	36450	38250	40100	42000	43850	45750	47600	49400	52900	57600	61350	64100	65850	66750	67000	66850	66050	56350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39100	40700	45050	45650	51750	50750	54750	59800	64550	63800	71100	71950	74850	75900	80950	81200	80400	80700	73150	
Upper Quartile	35750	38450	40650	42350	46150	47850	50850	55600	57000	57750	63150	66550	67550	71800	73800	72300	74450	72450	65500	
Median	33700	35050	37500	38600	41950	43600	46800	48550	51600	51900	56200	60900	62550	64450	66550	66200	68750	66150	55950	
Lower Quartile	31700	32000	35100	36300	38000	39950	41800	43550	46200	47700	50350	54600	55300	57500	60150	61250	60250	59800	46700	
Lower Decile	28700	30250	32150	34100	35000	36450	37900	39550	41250	43050	45150	47900	49100	51200	53950	55750	55350	52550	38600	
Mean	34000	35500	38300	39450	42500	43900	46500	49450	51900	52850	57050	60600	62350	64700	67050	67350	68400	66950	56350	
Supporting Data																				
Total Number	506	647	902	1041	1034	1213	1174	1393	1446	4310	3664	2893	2382	2505	2008	1880	907	2629	32532	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	4	2	7	16	
Less Than $22000	1	0	1	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39050	41300	43700	46150	48650	51200	53800	56400	59000	64150	71350	77450	82150	85250	87000	87700	87700	86650	79500	2.2
Upper Quartile	36550	38600	40700	42850	45050	47250	49500	51750	54000	58350	64400	69400	73250	75800	77250	77800	77800	77000	68500	2.2
Median	33750	35550	37400	39300	41200	43150	45100	47050	49000	52750	57850	62100	65300	67450	68650	69150	69150	68500	58300	2.2
Lower Quartile	31500	33050	34650	36250	37900	39550	41200	42800	44450	47550	51750	55300	57950	59800	60950	61450	61650	61350	47850	2.2
Lower Decile	29300	30600	31950	33300	34700	36050	37400	38750	40050	42600	46050	48900	51150	52800	53850	54450	54750	54800	38950	2.2
Mean	34200	36000	37850	39750	41650	43600	45600	47550	49500	53300	58550	63000	66450	68900	70400	71100	71350	71050	59300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38700	40450	43350	44800	48000	49700	54150	64250	64850	62400	71500	76800	79300	82100	88650	86800	92650	87500	79500	
Upper Quartile	35650	38150	39950	42000	45250	47500	51000	58100	56350	56900	63150	68150	71050	75550	81550	75650	83250	75950	68500	
Median	33650	34850	37200	38350	41000	43450	47300	49500	51460	51400	56700	62300	64600	67450	70750	67350	72800	67700	58300	
Lower Quartile	31500	31900	34850	36250	37400	39600	42100	44050	46300	47350	50500	55500	57350	58700	62700	62200	63250	60600	47850	
Lower Decile	28600	30200	31900	34100	34500	35950	38200	40000	41050	42150	45250	49150	50200	52700	54650	56200	54300	54350	38950	
Mean	33800	35250	37650	39300	41550	43500	46700	51050	51850	52150	57800	62550	65100	68050	73600	70500	73550	70400	59300	
Supporting Data																				
Total Number	480	607	747	895	784	969	986	1290	1144	3559	3347	2781	2497	2778	2317	1871	1338	2883	31272	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	8	68	9	5	23	119	
Less Than $22000	1	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	4	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	59050	62100	65200	71400	80300	88100	94250	98550	101150	102300	102500	101500	93900	2.2
Upper Quartile	0	0	0	0	0	0	56350	59550	62550	68050	74750	79600	82950	85100	86400	87150	87500	87750	82900	4.6
Median	0	0	0	0	0	0	52750	55550	58200	63000	68700	72850	75600	77400	78450	79000	79300	79450	73300	4.8
Lower Quartile	0	0	0	0	0	0	48900	51350	53600	57550	62050	65100	67050	68200	68900	69250	69400	69500	64450	5.0
Lower Decile	0	0	0	0	0	0	41400	43350	45150	48550	52850	56150	58500	60200	61300	62000	62400	62700	57050	3.8
Mean	0	0	0	0	0	0	52350	55150	57850	62800	68850	73400	76550	78700	80000	80750	81150	81400	75300	4.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	59750	67450	67600	76900	83300	84250	88950	93600	103900	99400	96800	112000	93900	
Upper Quartile	0	0	0	0	0	0	53000	66350	62250	65500	77100	78550	78800	81650	87400	89600	89650	90350	82900	
Median	0	0	0	0	0	0	51900	64550	57350	60800	67300	71600	72850	76750	81500	79500	80450	79800	73300	
Lower Quartile	0	0	0	0	0	0	50800	58150	52450	53550	60600	66000	68450	68550	71150	67900	66750	70150	64450	
Lower Decile	0	0	0	0	0	0	50150	56150	50000	35650	56800	60500	62100	60200	62650	64350	57900	60600	57050	
Mean	0	0	0	0	0	0	54100	62150	58200	59200	68750	72750	74800	77150	83900	81000	79150	83150	75300	
Supporting Data																				
Total Number	1	2	2	13	12	32	93	226	81	484	761	658	747	914	962	565	714	807	7074	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	4	6	68	6	5	19	110	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39200	41300	43450	45700	47900	50150	52400	54650	56850	61050	66600	71050	74150	75950	76750	76750	76350	74950	71100	2.2
Upper Quartile	36700	38600	40600	42600	44600	46600	48650	50650	52600	56400	61450	65550	68500	70400	71300	71600	71400	70500	63600	2.2
Median	33950	35650	37350	39150	40900	42700	44450	46250	47950	51300	55800	59500	62200	64050	65100	65500	65550	65000	54250	2.2
Lower Quartile	31650	33150	34650	36200	37750	39300	40800	42300	43800	46650	50500	53650	56000	57650	58600	59050	59200	58950	45150	2.2
Lower Decile	29450	30700	32000	33300	34600	35900	37200	38450	39700	42050	45200	47800	49800	51150	52000	52500	52700	52600	37500	2.2
Mean	34350	36000	37750	39500	41250	43050	44800	46550	48250	51550	55950	59600	62300	64100	65150	65600	65650	65200	54650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	38650	40400	43250	44400	47450	49500	53750	59300	64650	59700	65200	69750	71200	75550	79700	76650	75950	76000	71100	
Upper Quartile	35650	38100	39900	41900	45100	47250	49900	54900	55650	55250	59850	65250	66350	70800	72850	71000	74100	70750	63600	
Median	33650	34800	37200	38250	40900	43300	46450	47750	50900	50650	54150	59850	61700	62900	65900	65400	68750	65100	54250	
Lower Quartile	31500	31900	34850	36200	37350	39500	41650	43050	45800	47150	48750	54050	54150	56800	60200	60550	59000	59000	45150	
Lower Decile	28600	30200	31900	34050	34500	35800	37850	39150	40650	42400	44500	46900	48500	50700	53300	54800	53150	52100	37500	
Mean	33800	35200	37600	39100	41150	43200	45950	48650	51350	51050	54550	59400	60950	63600	66300	65950	67100	65450	54650	
Supporting Data																				
Total Number	479	605	745	882	772	937	893	1064	1063	3075	2586	2122	1750	1864	1355	1306	624	2076	24198	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	2	1	4	9	
Less Than $22000	1	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	4	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	46750	49450	52200	55050	57900	60850	63750	69550	77850	85000	90600	94500	96800	97850	98050	97100	86850	2.2
Upper Quartile	0	0	43500	46000	48550	51200	53850	56500	59150	64300	71400	77200	81350	83850	84900	84950	84400	82500	74800	2.2
Median	0	0	39500	41650	43850	46050	48300	50550	52750	57050	62900	67600	71000	73000	73900	73950	73550	72100	64350	2.2
Lower Quartile	0	0	35650	37600	39550	41500	43500	45450	47400	51100	56050	59900	62500	63900	64350	64150	63600	62050	54300	2.2
Lower Decile	0	0	32850	34450	36150	37800	39500	41150	42800	45950	50150	53550	56000	57500	58250	58400	58200	57350	45200	2.2
Mean	0	0	39950	42100	44350	46600	48850	51150	53400	57800	63900	68950	72700	75100	76300	76700	76500	75400	66000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49100	49100	54950	55050	57700	61650	63900	71750	76600	82500	89100	96950	94400	92550	105500	100500	86850	
Upper Quartile	0	0	45650	45100	53100	51000	53350	57050	59050	65600	72550	73850	78650	83900	85150	82350	88500	84650	74800	
Median	0	0	40650	41100	45450	45250	47900	52000	53100	57800	64300	65900	67950	72800	74100	72600	76200	73600	64350	
Lower Quartile	0	0	36700	36900	40250	41450	42350	46050	47600	51050	56750	59350	61800	64150	63650	64700	65550	61750	54300	
Lower Decile	0	0	33800	34350	37250	38600	37950	41800	42650	46150	50500	53200	55050	56900	57350	60550	59800	56950	45200	
Mean	0	0	42000	41550	46150	46400	48100	51750	53600	58750	64550	66950	70850	75400	76000	75200	79550	76700	66000	
Supporting Data																				
Total Number	25	43	156	158	258	272	281	325	371	1307	1212	993	948	954	926	753	358	892	10233	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	4	8	9	3	7	22	55	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73300	83950	93550	101350	106850	110100	111500	111650	110100	101300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	68700	77850	85350	90600	93450	94250	93700	92400	88950	88000	2.2
Median	0	0	0	0	0	0	0	0	0	62050	69850	76000	80050	81950	82100	81200	79750	76350	77300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56600	63350	68300	71100	71850	71150	69600	67800	64050	67450	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	52200	58550	63350	66200	67150	66700	65450	63850	60550	59800	2.2
Mean	0	0	0	0	0	0	0	0	0	62800	71000	77650	82350	84950	85700	85300	84150	81200	79950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	83800	85000	89200	94250	110600	111250	106800	115400	112700	101300	
Upper Quartile	0	0	0	0	0	0	0	0	0	81350	79400	81150	85450	93300	93150	90250	97250	91950	88000	
Median	0	0	0	0	0	0	0	0	0	67850	71000	73250	74650	82700	86450	79950	85550	75450	77300	
Lower Quartile	0	0	0	0	0	0	0	0	0	59500	63350	64850	66500	73050	77050	73900	77800	59850	67450	
Lower Decile	0	0	0	0	0	0	0	0	0	55850	58300	60800	63600	66050	68850	71150	72100	57500	59800	
Mean	0	0	0	0	0	0	0	0	0	69750	72600	74300	77550	85350	87800	84200	89750	81200	79950	
Supporting Data																				
Total Number	0	4	4	4	2	8	10	22	21	208	282	374	460	443	380	282	177	477	3159	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	2	0	4	8	8	3	5	20	50	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	47400	49850	52350	54850	57350	59850	62300	66950	73150	78050	81400	83300	84050	83950	83400	81700	75150	2.2
Upper Quartile	0	0	43900	46300	48650	51100	53500	55850	58150	62550	68150	72300	74800	75850	75850	75100	74050	71650	68550	2.2
Median	0	0	39750	41750	43800	45850	47900	49900	51900	55650	60600	64450	67050	68450	68950	68800	68250	66800	59550	2.2
Lower Quartile	0	0	36100	37800	39600	41350	43100	44800	46500	49700	53900	57200	59450	60750	61300	61300	60950	59900	50550	2.2
Lower Decile	0	0	33200	34700	36200	37700	39150	40600	42050	44750	48350	51250	53350	54700	55400	55700	55650	55150	42550	2.2
Mean	0	0	40200	42200	44200	46250	48250	50250	52200	55950	60850	64650	67300	68800	69400	69350	68950	67650	59750	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48600	48350	54950	54250	57300	61400	63050	69300	74450	74600	78900	76050	82200	83500	85000	90300	75150	
Upper Quartile	0	0	45350	44700	53150	50500	53150	56700	58500	63300	70450	69000	70750	73250	74900	75100	74400	76300	68550	
Median	0	0	40450	40850	45500	44850	47700	51650	52700	56050	62500	62700	63850	66550	67350	68400	66600	71950	59550	
Lower Quartile	0	0	36600	36800	40200	41350	42200	45650	47150	50350	54950	55800	57200	60200	59100	62200	61000	62500	50550	
Lower Decile	0	0	33700	34300	37200	38500	37850	41600	42500	45250	48950	49600	51200	52250	55850	59150	57100	54750	42550	
Mean	0	0	41400	40900	46150	46000	47850	51400	52800	56700	62100	62500	64550	66750	67850	69800	69600	71450	59750	
Supporting Data																				
Total Number	25	39	152	154	255	263	271	303	350	1099	930	619	489	511	547	471	181	415	7073	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	4	
Less Than $22000	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	61700	64900	71200	80200	87900	93800	97700	99700	100350	100050	98200	94200	2.2
Upper Quartile	0	0	0	0	0	0	0	57150	60050	65800	73850	80550	85400	88350	89600	89650	89000	86750	82750	2.2
Median	0	0	0	0	0	0	0	52600	55150	60100	66950	72500	76400	78650	79500	79400	78700	76650	72600	2.2
Lower Quartile	0	0	0	0	0	0	0	48800	51200	55800	62050	66850	70000	71500	71700	71050	69950	67400	65250	2.2
Lower Decile	0	0	0	0	0	0	0	44000	46200	50550	56450	61050	64100	65600	65850	65300	64300	61950	58050	2.2
Mean	0	0	0	0	0	0	0	53200	55850	61100	68350	74350	78600	81150	82200	82150	81450	79350	75050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	74000	71700	73250	79000	84950	90950	96700	98700	98500	102750	101050	94200	
Upper Quartile	0	0	0	0	0	0	0	67400	67000	67650	74000	77600	82700	85000	89600	89500	90750	89250	82750	
Median	0	0	0	0	0	0	0	58000	61750	60650	69050	71200	74450	75000	77700	80050	79250	79550	72600	
Lower Quartile	0	0	0	0	0	0	0	48500	53350	57350	63700	66050	68600	69000	69700	71450	69800	69900	65250	
Lower Decile	0	0	0	0	0	0	0	42700	44600	52600	57050	60650	62800	65000	64600	64150	64400	63950	58050	
Mean	0	0	0	0	0	0	0	59150	60050	62750	68850	72450	76200	79100	81100	81550	83100	81600	75050	
Supporting Data																				
Total Number	2	3	7	4	8	14	16	27	36	210	174	187	199	205	197	191	167	205	1853	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	1	6	2	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

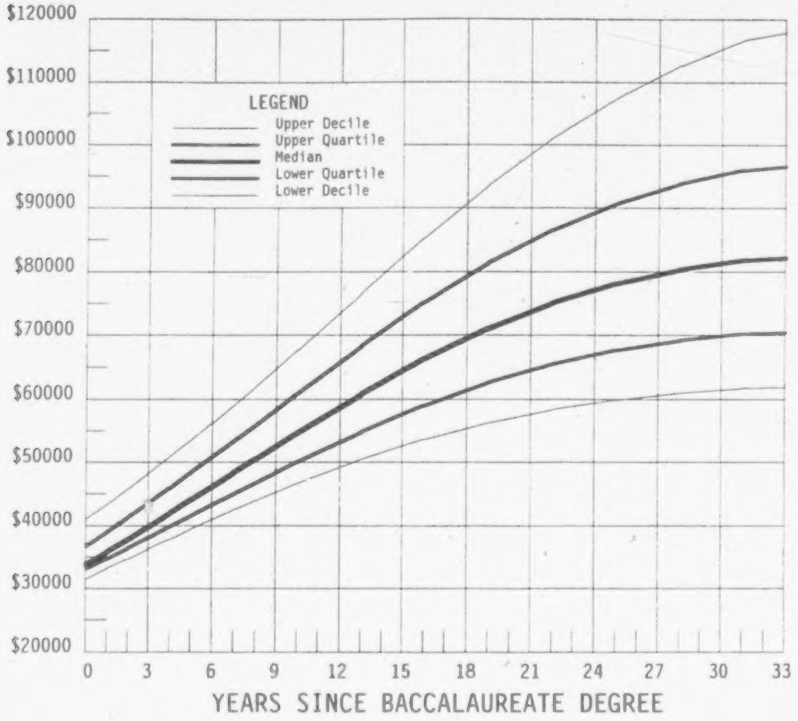
1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72400	84150	95000	103950	110400	114200	115800	115950	113950	108750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62700	72100	80800	88000	93350	96800	98500	99100	98300	93900	2.2
Median	0	0	0	0	0	0	0	0	0	59750	68350	76100	82350	86700	89250	90350	90450	89100	84200	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	56850	64750	71700	77100	[illegible]0700	82600	83200	82950	81200	75000	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53800	61350	67900	72950	76150	77750	78050	77600	75650	59000	2.2
Mean	0	0	0	0	0	0	0	0	0	61450	70500	78700	85250	89800	92400	93450	93450	91850	85250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71550	82850	103050	101500	114100	112550	109050	124900	113250	108750	
Upper Quartile	0	0	0	0	0	0	0	0	0	59550	77150	86500	89500	96350	95300	95750	99900	98250	93900	
Median	0	0	0	0	0	0	0	0	0	58300	68750	81200	83900	86550	88450	88700	91800	89150	84200	
Lower Quartile	0	0	0	0	0	0	0	0	0	57100	62950	76000	78300	79200	80550	82800	83400	82900	75000	
Lower Decile	0	0	0	0	0	0	0	0	0	56400	57950	70600	73950	72650	74300	77300	79100	79600	59000	
Mean	0	0	0	0	0	0	0	0	0	60950	70150	82950	85900	90150	90400	90650	97250	92400	85250	
Supporting Data																				
Total Number	0	0	2	0	2	2	5	1	3	74	27	35	55	75	91	88	65	66	591	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	1	6	1	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62250	65050	70450	77700	83400	87200	89250	89800	89400	88450	86000	83500	2.2
Upper Quartile	0	0	0	0	0	0	0	58100	60700	65650	72100	76850	79700	80800	80650	79700	78350	75450	75400	2.2
Median	0	0	0	0	0	0	0	53950	56400	61100	67200	71650	74200	75150	74850	73750	72400	69450	69800	2.2
Lower Quartile	0	0	0	0	0	0	0	48900	51300	55850	61750	66100	68600	69500	69150	68050	66650	63700	64300	2.2
Lower Decile	0	0	0	0	0	0	0	43100	45250	49450	55100	59500	62450	63900	64150	63650	62750	60550	57000	2.2
Mean	0	0	0	0	0	0	0	53700	56150	60900	67150	71850	74800	76100	76150	75350	74200	71550	70300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	71900	72050	73900	78150	80950	86300	83900	84450	86300	88900	93800	83500	
Upper Quartile	0	0	0	0	0	0	0	67000	67250	69200	73650	74400	76900	75650	76350	77800	79250	81750	75400	
Median	0	0	0	0	0	0	0	57300	60650	64500	69050	69750	71400	71500	70950	72650	72550	74450	69800	
Lower Quartile	0	0	0	0	0	0	0	48300	49700	58700	63850	65050	66500	67200	66950	67700	66400	66450	64300	
Lower Decile	0	0	0	0	0	0	0	42550	44100	49650	56900	60150	60200	64250	63500	61600	62400	62300	57000	
Mean	0	0	0	0	0	0	0	58000	59650	63750	68650	69950	72450	72750	73100	73800	74150	76400	70300	
Supporting Data																				
Total Number	2	3	5	4	6	12	11	26	33	136	148	152	144	130	106	103	102	139	1261	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

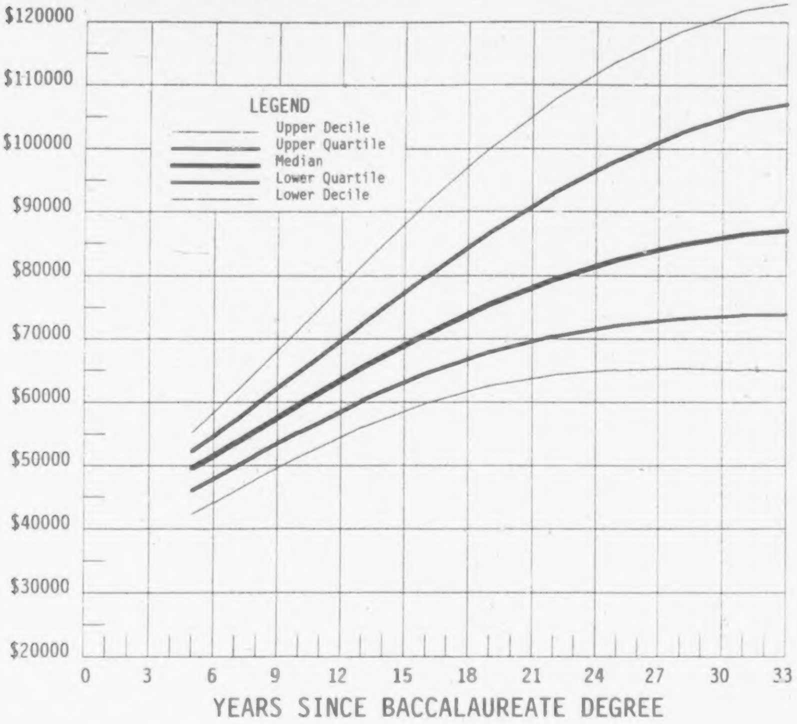
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41050	43350	45800	48300	50850	53500	56250	59050	61900	67700	76550	85300	93550	101050	107450	112700	116650	121550	89450	2.8
Upper Quartile	36800	38950	41250	43550	45950	48400	50850	53350	55850	60900	68300	75200	81350	86550	90700	93800	96000	98200	75400	3.2
Median	33800	35750	37750	39800	41900	44050	46150	48300	50450	54700	60750	66300	71100	75050	78100	80300	81750	83150	61750	3.4
Lower Quartile	33100	34750	36400	38100	39850	41550	43300	45000	46700	50050	54800	59000	62600	65500	67700	69200	70200	71050	48250	3.6
Lower Decile	31600	33200	34750	36300	37850	39400	40950	42450	43900	46650	50450	53650	56300	58350	59900	61000	61700	62350	39550	3.4
Mean	36150	38050	39950	41950	43950	46000	48050	50150	52200	56400	62500	68200	73300	77650	81150	83800	85650	87600	64150	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	48300	47000	45850	50100	54800	57200	62750	61700	66950	77300	83250	90700	106850	110150	111900	113850	118500	89450	
Upper Quartile	0	40250	43100	40600	46200	47650	48950	56900	55050	61400	70050	74400	81500	87600	89400	89800	95850	99750	75400	
Median	0	37400	37800	37800	42450	43650	44650	47000	50050	55750	62600	66100	71900	74800	77350	79200	77650	83550	61750	
Lower Quartile	0	36050	36700	36850	39150	41750	41900	42900	46100	51050	55900	59900	63500	65500	66350	67700	65350	72150	48250	
Lower Decile	0	34700	36000	36300	37100	39450	39600	41150	43400	46500	51100	54000	57400	58950	58850	59200	59950	62750	39550	
Mean	0	39900	40650	40200	44200	45700	47150	50050	51650	56850	63550	67800	73300	79150	80600	82250	82100	87900	64150	
Supporting Data																				
Total Number	26	47	158	174	131	148	103	84	123	393	316	322	385	371	211	170	102	176	3449	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	7	3	6	1	8	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

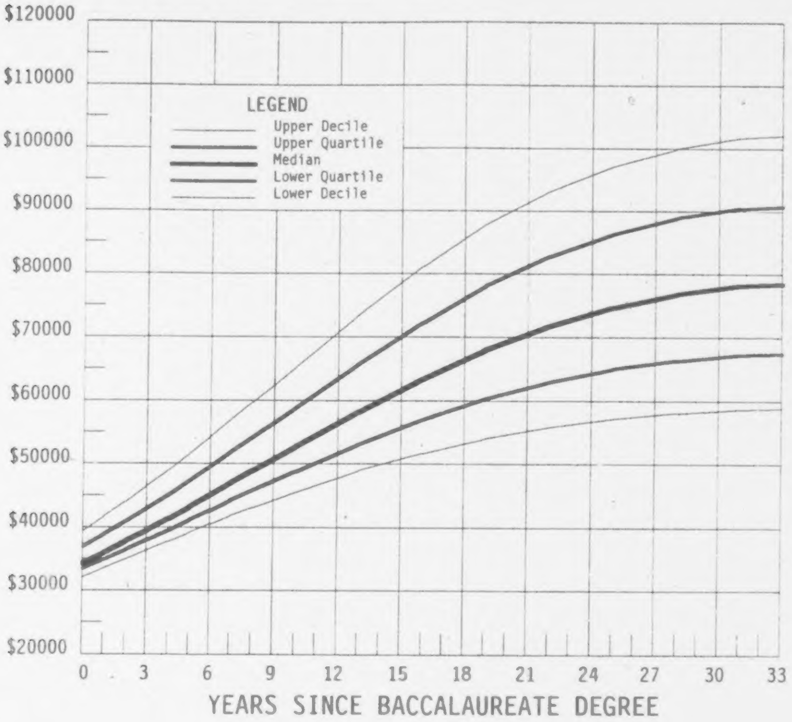
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55200	58400	61600	64900	71600	81650	91300	100050	107650	113850	118600	122000	125850	107050	3.0
Upper Quartile	0	0	0	0	0	52250	54650	57150	59650	64700	72350	79800	86700	92900	98200	102500	105850	110550	86100	2.4
Median	0	0	0	0	0	49550	51550	53600	55600	59600	65400	70750	75450	79350	82450	84800	86450	88600	71800	2.2
Lower Quartile	0	0	0	0	0	46050	47950	49800	51650	55250	60200	64500	67900	70450	72200	73250	73800	74050	62500	2.2
Lower Decile	0	0	0	0	0	42300	44150	46000	47850	51350	56050	59850	62600	64300	65150	65350	65150	64250	57150	2.2
Mean	0	0	0	0	0	50050	52250	54450	56700	61200	67700	73650	78900	83150	86450	88850	90450	92350	76800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	69000	63600	63200	68150	68600	78150	92250	97350	115000	116450	117200	119100	119950	107050	
Upper Quartile	0	0	0	0	0	64750	57100	61300	60800	63500	72050	76600	85300	96050	99650	102000	110250	107400	86100	
Median	0	0	0	0	0	57050	50050	58100	56800	59500	65650	70050	74250	78450	82400	84000	95100	88300	71800	
Lower Quartile	0	0	0	0	0	46600	46700	49250	52400	56800	61400	63000	67350	68600	72150	75300	76000	74850	62500	
Lower Decile	0	0	0	0	0	44300	44700	46800	48600	54050	56800	58800	60650	62200	64050	69150	63400	68150	57150	
Mean	0	0	0	0	0	56200	53350	56450	58250	61250	67400	72350	77150	84000	86850	89350	92750	92250	76800	
Supporting Data																				
Total Number	0	2	3	8	4	14	12	15	34	113	106	120	156	175	97	74	44	69	1049	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	2	0	3	11	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39450	41700	44050	46500	49000	51600	54250	56950	59700	65250	73500	81150	87850	93200	97200	99950	101650	103200	82950	2.2
Upper Quartile	36900	38850	40900	42950	45100	47300	49550	51850	54150	58800	65750	72250	78000	82750	86350	88900	90450	91750	69700	3.8
Median	34250	35950	37700	39450	41300	43150	45050	46900	48850	52650	58200	63400	67950	71700	74650	76750	78100	79250	55300	3.6
Lower Quartile	33400	34900	36400	37950	39500	41100	42650	44200	45750	48800	53100	57000	60300	62950	65000	66400	67300	68100	43600	3.6
Lower Decile	32050	33500	34900	36350	37750	39150	40500	41800	43100	45550	48900	51700	54000	55800	57150	58100	58700	59300	37700	3.4
Mean	35700	37450	39250	41050	42950	44800	46750	48650	50600	54400	60050	65250	69900	73800	76900	79200	80700	82150	58650	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	43500	42900	46550	43600	49400	49750	54700	62250	55800	66000	76850	81750	86750	92850	94150	94200	89850	116400	82950	
Upper Quartile	37750	39600	42850	40200	45800	46700	47650	53850	51650	59550	68550	72000	80100	83600	84100	84750	82450	92750	69700	
Median	36850	37250	37750	37700	42250	43300	43900	45450	48250	53150	59900	63400	69900	72300	73450	72900	71350	80550	55300	
Lower Quartile	35700	36000	36650	36850	39000	41600	41600	42400	45050	50000	53650	57500	61850	62750	62500	63650	62500	71200	43600	
Lower Decile	29900	34700	36000	36300	37100	39150	39300	40900	42700	45300	50200	51600	54950	56500	55250	56900	57800	59650	37700	
Mean	37650	38550	40100	39200	43200	44600	46300	48700	49100	55050	61550	65100	70650	74750	75200	76750	73950	85050	58650	
Supporting Data																				
Total Number	26	45	165	166	127	133	90	69	89	279	209	203	228	196	114	96	58	107	2400	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	1	6	14	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38450	40700	43050	45550	48100	50800	53550	56400	59350	65400	74700	83900	92450	99900	106000	110650	113950	118000	87750	2.2
Upper Quartile	35850	37950	40100	42400	44700	47150	49600	52150	54750	59950	67650	74850	81100	86050	89700	92150	93600	94800	73600	2.2
Median	33500	35450	37450	39500	41600	43700	45850	48000	50100	54350	60350	65800	70500	74250	77100	79100	80400	81500	60450	3.6
Lower Quartile	32800	34500	36200	37900	39650	41400	43150	44850	46600	49900	54550	58700	62150	64900	66950	68400	69300	70100	46650	3.6
Lower Decile	31650	33150	34700	36200	37750	39250	40750	42200	43650	46350	50100	53250	55850	57850	59350	60350	61000	61550	37950	3.6
Mean	35000	36900	38850	40900	42950	45050	47150	49250	51400	55600	61750	67450	72500	76750	80150	82700	84450	86300	62600	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	40450	44450	43150	49750	50250	52400	60950	59050	65550	76750	82700	88900	100400	106900	115050	114100	117400	87750	
Upper Quartile	0	38000	40600	40100	46300	47400	48050	55650	53850	60750	69500	73800	79700	85900	88450	89500	95100	98400	73600	
Median	0	36900	37400	37700	42100	43350	44450	46650	49750	55400	62450	66050	70300	73950	76650	78100	75250	83050	60450	
Lower Quartile	0	35700	36500	36800	38700	41500	41750	42850	45750	51100	56000	59400	62250	65100	65650	67700	64250	71400	46650	
Lower Decile	0	34550	36000	36300	36950	38700	39400	40900	43200	46350	51150	53350	56600	58700	57800	59150	59450	61700	37950	
Mean	0	37450	39050	39550	43800	44850	46300	49400	50500	55950	63350	67350	71500	77650	79850	82800	80900	86900	62600	
Supporting Data																				
Total Number	22	38	133	162	110	109	75	51	102	316	248	234	273	278	155	123	80	127	2637	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	6	0	5	18	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	56200	59400	62700	69400	79500	89250	98200	106000	112300	117150	120500	124000	103750	3.2
Upper Quartile	0	0	0	0	0	0	53000	55500	58050	63200	71000	78550	85500	91600	96600	100500	103400	107250	83300	2.2
Median	0	0	0	0	0	0	50850	52900	54950	[illegible]	64850	70150	74600	78200	80900	82800	84100	85450	70550	2.2
Lower Quartile	0	0	0	0	0	0	47950	49850	51700	55250	60050	64000	67000	69000	70200	70750	70900	70500	61550	2.2
Lower Decile	0	0	0	0	0	0	43950	45750	47500	50900	55450	59100	61750	63400	64250	64450	64300	63500	56500	2.2
Mean	0	0	0	0	0	0	51100	53350	55600	60050	66600	72550	77650	81800	84950	87150	88600	90150	75050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	60000	63450	65150	67200	78450	91500	94850	110250	113400	118850	119750	118250	103750	
Upper Quartile	0	0	0	0	0	0	53100	61700	59450	63000	72050	77350	82550	92650	92800	105150	111950	105300	83300	
Median	0	0	0	0	0	0	49400	58700	56200	59500	65650	70200	73550	75850	79000	82700	96950	85550	70550	
Lower Quartile	0	0	0	0	0	0	46400	50150	51700	56700	61250	63200	65800	67350	69450	73400	70800	72300	61550	
Lower Decile	0	0	0	0	0	0	44600	47000	48300	53950	55850	58000	59750	61050	62500	68900	62150	68050	56500	
Mean	0	0	0	0	0	0	52500	57250	56200	60000	67450	72450	75400	81350	84100	89400	92300	90150	75050	
Supporting Data																				
Total Number	0	0	2	6	3	10	11	11	28	94	89	81	106	130	66	53	32	52	773	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	1	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40200	42500	44850	47350	49900	52500	55200	57950	63500	71900	79800	86900	92700	97200	100400	102450	104600	81800	2.2
Upper Quartile	35550	37600	39700	41850	44100	46350	48700	51050	53400	58150	65100	71600	77250	81850	85300	87700	89200	90400	67950	3.8
Median	34000	35650	37400	39200	41000	42850	44700	46600	48500	52300	57850	63050	67600	71350	74300	76400	77750	78950	53950	3.6
Lower Quartile	33200	34700	36200	37750	39300	40900	42450	44000	45600	48650	53000	56900	60200	62850	64800	66100	66900	67600	42500	3.8
Lower Decile	32100	33500	34850	36250	37600	38950	40250	41550	42800	45250	48500	51300	53650	55450	56850	57800	58450	59050	37300	3.4
Mean	34850	36600	38350	40200	42050	43950	45850	47800	49700	53600	59300	64650	69450	73500	76700	79050	80650	82200	57400	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	38150	40450	44050	42700	49350	49350	50500	56550	54150	64400	75300	80600	85850	92000	97250	96400	89250	116050	81800	
Upper Quartile	37500	38000	40250	39800	45900	46800	46700	52750	51350	58450	67550	71550	77900	82200	86100	84700	80100	92700	67950	
Median	36650	36900	37350	37650	41950	43050	43600	45000	47900	52950	59800	63350	67650	71850	74700	73450	70500	81150	53950	
Lower Quartile	35250	35700	36500	36800	38600	41300	41350	42200	44800	50200	53650	57400	61000	62850	62750	64300	62400	69850	42500	
Lower Decile	29650	34550	36000	36300	36950	38500	39100	40250	42550	45100	50200	50950	54000	56500	55050	57200	58000	58800	37300	
Mean	36700	37450	38650	38800	42750	43900	45200	47250	48400	54250	61050	64650	69050	74350	76700	77900	73150	84700	57400	
Supporting Data																				
Total Number	22	38	131	156	107	99	63	42	74	222	159	153	167	147	89	71	48	75	1863	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	0	4	12	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	52200	54750	57350	60000	62650	65400	68100	73650	81800	89600	96750	103050	108400	112650	115900	120200	94400	2.6
Upper Quartile	0	0	44950	47250	49650	52050	54500	56950	59400	64350	71550	78300	84300	89450	93650	96950	99300	102150	80250	2.8
Median	0	0	41250	43000	44750	46600	48450	50300	52200	56050	61850	67550	72800	77500	81400	84450	86600	88850	65650	3.2
Lower Quartile	0	0	38800	40200	41650	43100	44600	46100	47600	50700	55250	59600	63600	67100	70000	72250	73850	75500	52300	3.2
Lower Decile	0	0	35950	37500	39050	40550	42050	43550	44950	47750	51550	54800	57550	59700	61400	62600	63400	64200	43500	3.2
Mean	0	0	43350	45200	47150	49100	51050	53000	55000	58950	64750	70250	75250	79600	83200	86050	88100	90450	68350	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	60700	64250	46600	59050	63100	63500	77450	75550	79600	84350	95000	115750	115200	97300	115950	120900	94400	
Upper Quartile	0	0	48250	52000	45150	48300	54250	59350	63750	64700	72350	75500	84250	92700	100550	85100	97450	104300	80250	
Median	0	0	44550	46000	43100	44200	45350	47450	52150	57200	64400	66300	75800	81000	78950	76950	90550	85500	65650	
Lower Quartile	0	0	41350	40350	41350	42400	42350	42900	48100	50100	55500	60850	68000	68550	67550	65150	74950	73150	52300	
Lower Decile	0	0	38350	38550	39000	41350	40600	41450	44600	46750	51000	55900	61000	58600	60650	57900	61600	65700	43500	
Mean	0	0	46550	48300	44850	47550	49500	50850	57250	59600	64500	69000	77200	83800	82600	77550	89000	90250	68350	
Supporting Data																				
Total Number	3	9	33	11	19	35	28	28	19	73	62	84	98	76	51	35	15	46	727	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	3	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

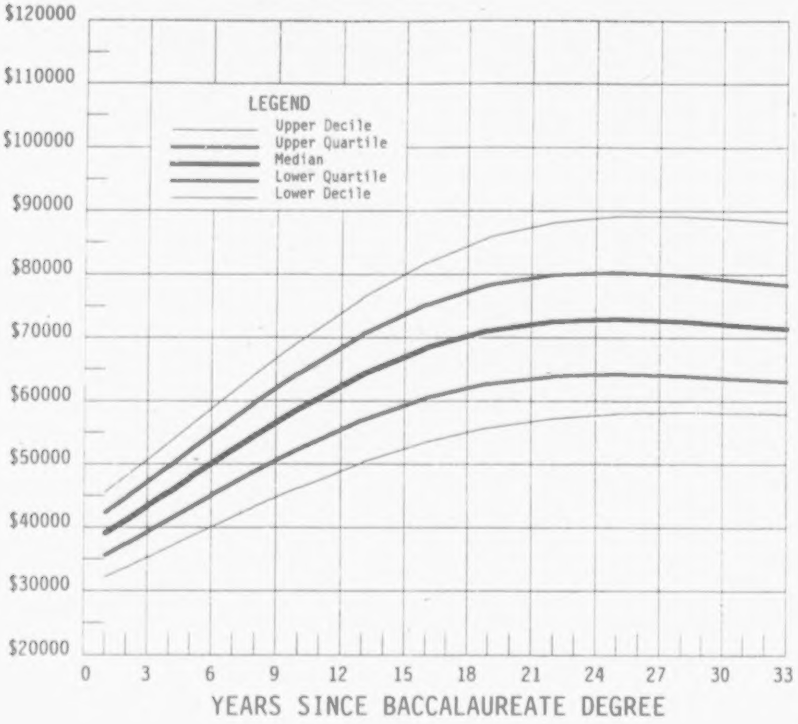
1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	76450	87700	97600	105800	112100	116700	119850	121850	123700	112400	3.4
Upper Quartile	0	0	0	0	0	0	0	0	0	64200	73050	81750	89900	97150	103300	108100	111650	115700	92900	3.0
Median	0	0	0	0	0	0	0	0	0	58450	65100	71350	77050	82000	86150	89400	91850	95000	75950	2.6
Lower Quartile	0	0	0	0	0	0	0	0	0	54950	60550	65750	70350	74250	77450	80000	81850	84250	65800	2.6
Lower Decile	0	0	0	0	0	0	0	0	0	53850	58850	62500	65000	66600	67650	68250	68600	68800	59700	4.2
Mean	0	0	0	0	0	0	0	0	0	61400	68700	75500	81450	86500	90500	93550	95700	98050	81200	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	87700	75550	93800	104800	122000	119400	110650	0	122650	112400	
Upper Quartile	0	0	0	0	0	0	0	0	0	66900	72850	75100	90950	108700	110950	87800	0	111550	92900	
Median	0	0	0	0	0	0	0	0	0	59400	67500	68700	76200	84650	90050	82150	0	94950	75950	
Lower Quartile	0	0	0	0	0	0	0	0	0	57050	62600	62750	69300	76600	80200	76900	0	83700	65800	
Lower Decile	0	0	0	0	0	0	0	0	0	54450	60350	60550	64300	69500	68750	64750	0	68400	59700	
Mean	0	0	0	0	0	0	0	0	0	64350	68050	71850	80700	92600	93350	84850	0	97250	81200	
Supporting Data																				
Total Number	0	2	1	2	0	3	1	3	5	17	15	37	47	35	28	12	8	17	235	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, CHICAGO METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	53650	56500	59350	62250	65200	71000	79300	86600	92500	96750	99500	100950	101500	101200	85050	2.2
Upper Quartile	0	0	0	0	48750	51150	53600	56050	58550	63400	70300	76300	81100	84600	86650	88100	88650	88550	74200	2.2
Median	0	0	0	0	44050	45550	47100	48700	50350	53800	59100	64250	68950	72900	76000	78200	79550	80700	59950	3.8
Lower Quartile	0	0	0	0	41500	42700	43900	45150	46450	49050	52950	56800	60300	63350	65850	67700	68950	70200	47050	3.4
Lower Decile	0	0	0	0	39050	40350	41600	42900	44150	46550	49850	52700	55050	56850	58200	59150	59800	60450	42250	2.2
Mean	0	0	0	0	46300	48100	49950	51800	53600	57200	62350	67050	71100	74450	77050	79000	80400	82200	62200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	49700	0	46600	57950	62550	63800	67250	74800	79950	83350	87300	102450	84850	93000	0	118700	85050	
Upper Quartile	0	0	47950	0	45150	46350	53150	59600	61350	63550	71900	76800	82300	87900	75800	84100	0	93100	74200	
Median	0	0	44250	0	43100	43800	45000	46600	50000	54700	61200	64000	75400	73950	68900	71600	0	79250	59950	
Lower Quartile	0	0	41250	0	41350	42200	42250	42650	47250	48950	53650	58000	65900	61350	61500	62300	0	71800	47050	
Lower Decile	0	0	38300	0	39000	41300	40450	41350	43650	45950	50300	53400	57500	55850	56550	54900	0	63000	42250	
Mean	0	0	45550	0	44850	46400	48950	50450	53050	58200	63300	66650	73950	76450	69550	73600	0	86150	62200	
Supporting Data																				
Total Number	3	6	31	8	19	32	27	25	14	56	47	46	51	42	23	23	7	29	491	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

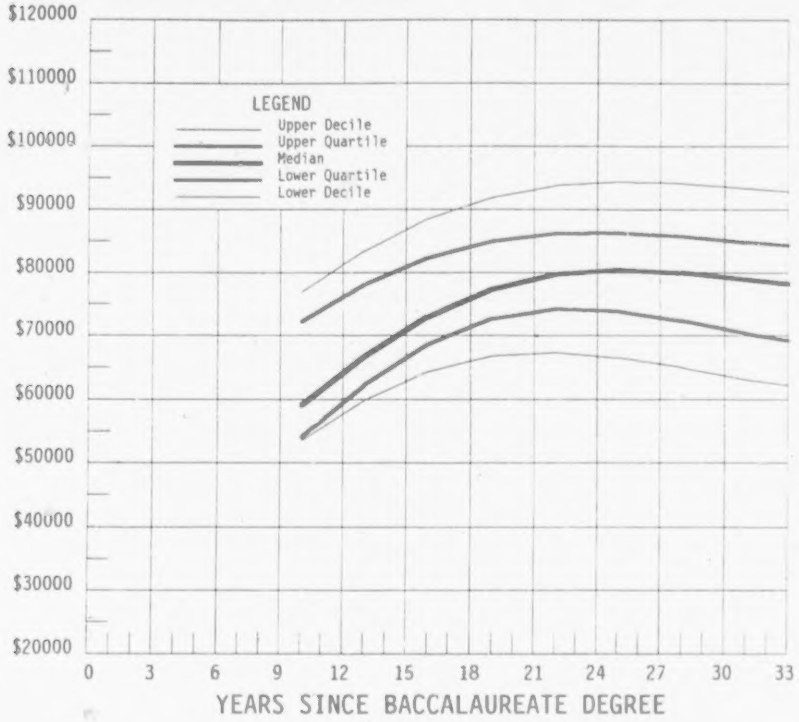
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	45600	48150	50750	53450	56100	58800	61500	64200	69350	76300	81850	85800	88150	89150	89150	88600	86800	82950	2.2
Upper Quartile	0	42350	44750	47200	49650	52200	54700	57200	59650	64350	70500	75250	78350	79950	80300	79850	78950	76750	73450	2.2
Median	0	39050	41200	43400	45600	47850	50100	52350	54500	58700	64200	68400	71200	72650	73000	72650	71950	70100	64450	2.2
Lower Quartile	0	35500	37400	39300	41250	43150	45100	47000	48850	52350	56950	60450	62750	63950	64250	64000	63450	61900	54000	2.2
Lower Decile	0	32100	33650	35250	36900	38500	40100	41700	43300	46300	50250	53500	55800	57250	58000	58200	58100	57400	44400	2.2
Mean	0	39350	41450	43550	45700	47850	50000	52150	54250	58300	63650	67950	70900	72700	73450	73500	73100	71750	64100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43250	47400	50250	55200	55150	58250	63200	65900	70950	76500	81050	83950	87500	84450	89200	95550	88800	82950	
Upper Quartile	0	40350	40850	47950	53700	51850	54350	58500	61150	67000	70350	72250	75100	75400	81000	83350	88000	75750	73450	
Median	0	39050	39500	42950	46550	47650	49900	53050	56050	60050	63200	66000	70250	72250	73400	74950	78700	67850	64450	
Lower Quartile	0	34250	38150	38350	44400	41800	44450	47350	49700	51050	57050	59150	63800	64700	64950	66500	66650	59350	54000	
Lower Decile	0	30450	34900	33750	39250	36100	41200	42150	44850	45100	50600	54050	55500	56200	57650	60050	60900	56450	44400	
Mean	0	38000	40900	43100	47650	46900	49650	52950	55300	58850	63700	66600	69950	71550	72800	75850	78800	70500	64100	
Supporting Data																				
Total Number	30	131	153	89	258	162	173	199	239	806	696	682	493	603	759	340	307	616	6735	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	4	3	13	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

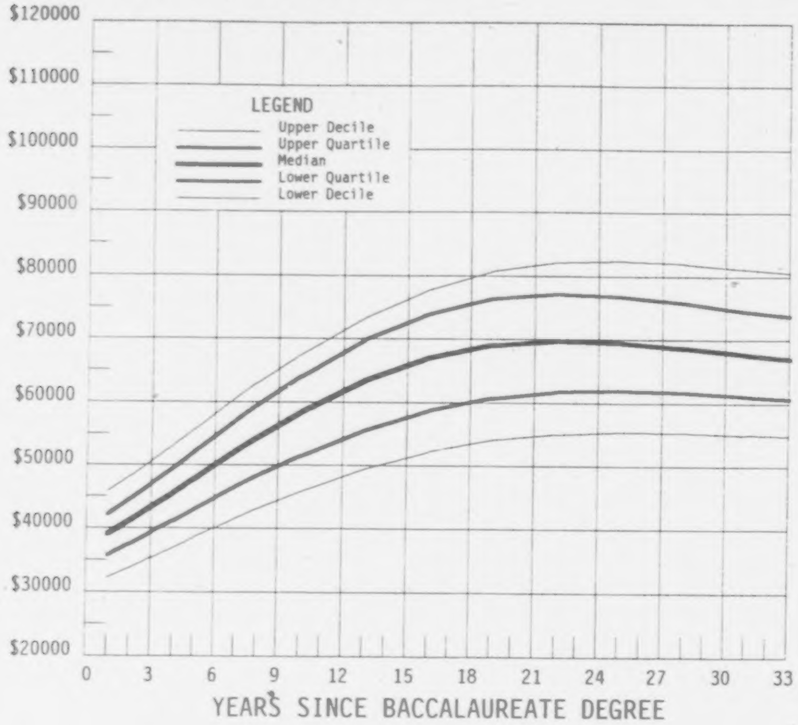
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	76850	83450	88550	91950	93800	94400	94150	93450	91450	91550	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	72250	78050	82350	85000	86250	86350	85800	84850	82600	85050	2.2
Median	0	0	0	0	0	0	0	0	0	58950	66650	72950	77350	79750	80450	80000	78900	76050	76050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54050	62150	68600	72700	74250	73900	72350	70350	66100	67550	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	53550	59850	64400	66850	67400	66550	65000	63150	59550	59400	2.2
Mean	0	0	0	0	0	0	0	0	0	62700	69950	75650	79300	81050	81250	80450	79150	76100	76950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	77600	83350	89550	88300	98550	92650	94150	96550	90400	91550	
Upper Quartile	0	0	0	0	0	0	0	0	0	73650	77600	84250	80750	90000	84350	88050	89150	81000	85050	
Median	0	0	0	0	0	0	0	0	0	65700	61900	78250	74600	81700	78650	81150	86300	73600	76050	
Lower Quartile	0	0	0	0	0	0	0	0	0	61750	58000	68700	72250	73300	76500	71350	77550	63650	67550	
Lower Decile	0	0	0	0	0	0	0	0	0	60100	56700	64150	66050	66100	69450	66300	66900	57800	59400	
Mean	0	0	0	0	0	0	0	0	0	67200	67400	77650	76350	82550	81000	81850	84850	74000	76950	
Supporting Data																				
Total Number	0	2	2	0	0	1	3	0	9	56	167	124	182	141	165	102	179	327	1462	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	45800	48250	50700	53200	55700	58150	60600	63000	67500	73350	77800	80650	82100	82400	82000	81200	79150	75500	2.2
Upper Quartile	0	42100	44500	47000	49500	52050	54550	57050	59450	64000	69800	73950	76350	77150	76800	75800	74450	71650	69450	2.2
Median	0	38950	41150	43350	45550	47800	50050	52200	54350	58350	63350	67000	69050	69800	69550	68700	67650	65250	60750	2.2
Lower Quartile	0	35700	37500	39300	41150	42950	44750	46550	48250	51450	55600	58700	60700	61700	61950	61650	61100	59650	50900	2.2
Lower Decile	0	32200	33750	35350	36900	38500	40050	41550	43050	45800	49450	52200	54100	55100	55500	55400	55100	54100	42400	2.2
Mean	0	39350	41400	43450	45550	47650	49750	51800	53800	57550	62400	66050	68400	69600	69850	69450	68800	67050	60550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42700	46650	50250	55150	55000	58200	63150	64950	70500	73700	74450	76350	75550	83600	84550	90100	81800	75500	
Upper Quartile	0	40250	40800	47950	53650	51800	54350	58450	60450	66500	69200	69250	71750	73950	80600	82150	73950	70850	69450	
Median	0	39000	39500	42950	46500	47600	50000	53000	55500	59050	63350	64900	66550	70200	69950	72600	67250	64500	60750	
Lower Quartile	0	33550	38150	38350	44400	41750	44600	47350	49350	50400	55750	58100	58900	62550	62650	64850	61150	57850	50900	
Lower Decile	0	30450	34850	33750	39250	36100	41400	42150	44700	44950	49150	52600	52450	54000	56950	57500	55500	52800	42400	
Mean	0	37950	40350	43100	47600	46800	49750	52900	54800	58200	62550	64150	66150	68200	70550	73250	70300	66550	60550	
Supporting Data																				
Total Number	30	129	151	89	257	161	170	199	230	751	529	557	311	461	594	238	127	289	5273	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43350	45450	47600	49750	51950	54150	56300	58450	62600	68300	73150	76850	79500	81150	82050	82400	82200	78400	2.2
Upper Quartile	0	40000	42000	44100	46200	48300	50450	52550	54650	58700	64150	68650	72000	74250	75450	75950	75950	75200	67500	2.2
Median	0	38750	40300	41850	43450	45050	46650	48250	49850	53000	57500	61550	64950	67700	69700	71100	71950	72650	57700	3.8
Lower Quartile	0	36500	37750	39000	40300	41600	42900	44150	45450	48000	51550	54750	57450	59600	61200	62250	62950	63450	46300	3.8
Lower Decile	0	31750	33100	34500	35900	37300	38700	40050	41400	43950	47450	50350	52650	54250	55300	55900	56150	56200	40000	2.2
Mean	0	38250	40000	41750	43450	45200	46950	48650	50300	53500	57950	61800	64950	67400	69150	70350	71050	71650	58600	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42800	44550	50400	49100	52700	55100	57100	61150	63150	68650	69750	75650	77400	83700	82100	89700	79950	78400	
Upper Quartile	0	40300	40600	47450	46450	49100	51150	52300	56750	57950	61650	66300	74200	74350	80500	72250	88050	69650	67500	
Median	0	39050	39400	42550	45100	44550	46700	48100	50150	50900	57750	60550	70550	69500	76050	66400	85400	61750	57700	
Lower Quartile	0	36250	38150	37950	42700	39700	43000	43350	45750	45700	52150	56700	59800	59600	65500	58850	66450	57500	46300	
Lower Decile	0	30450	34600	33150	37450	35350	41200	39200	41500	44150	46300	50700	51550	51750	59250	53600	58700	54750	40000	
Mean	0	38050	39700	42700	44550	44700	47250	48250	50800	52100	57750	61500	67700	68500	72700	67250	78450	65100	58600	
Supporting Data																				
Total Number	21	129	136	60	150	93	94	92	102	318	274	298	195	236	313	83	158	303	3055	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65650	71300	76050	79750	82400	84100	85100	85500	85500	87950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	55550	63700	70800	76100	79400	80850	80950	80250	77750	78750	2.2
Median	0	0	0	0	0	0	0	0	0	52550	61450	69000	74150	76650	76850	75600	73650	69200	72150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50700	59950	67400	72000	73400	72400	70000	67200	61700	61600	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	49250	56800	62650	66200	67350	66650	64950	62850	58650	57550	2.2
Mean	0	0	0	0	0	0	0	0	0	54300	62750	69800	74700	77150	77550	76600	75000	71200	72150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71750	68650	83450	75850	98650	79850	86700	89800	83650	87950	
Upper Quartile	0	0	0	0	0	0	0	0	0	65600	59850	73550	75000	86450	79100	75700	88600	74700	78750	
Median	0	0	0	0	0	0	0	0	0	62300	58550	67000	73500	73300	77800	71400	86650	64850	72150	
Lower Quartile	0	0	0	0	0	0	0	0	0	60450	57200	63400	72050	66300	76550	67800	76200	58300	61600	
Lower Decile	0	0	0	0	0	0	0	0	0	52300	56400	58950	66400	60650	70350	64550	66550	56900	57550	
Mean	0	0	0	0	0	0	0	0	0	62550	60100	69400	73500	76850	78000	75250	83700	67800	72150	
Supporting Data																				
Total Number	0	2	0	0	0	1	1	0	5	22	98	34	108	43	91	29	115	163	710	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	42150	44700	47250	49700	52100	54450	56650	58750	62600	67300	70900	73500	75300	76450	77200	77600	77900	71950	4.0
Upper Quartile	0	39850	42100	44250	46450	48550	50600	52600	54500	58050	62650	66300	69050	71050	72400	73250	73750	74100	64050	4.0
Median	0	38800	40350	41900	43450	44950	46450	47900	49300	51950	55500	58500	60900	62750	64150	65050	65650	66150	52850	3.6
Lower Quartile	0	36600	37800	39000	40200	41400	42600	43800	44950	47200	50400	53150	55550	57400	58800	59800	60400	60950	44600	3.6
Lower Decile	0	31350	33000	34650	36200	37700	39150	40450	41700	43950	46650	48650	50050	51000	51600	51950	52150	52250	38950	4.2
Mean	0	38200	39950	41700	43400	45100	46750	48350	49850	52800	56600	59800	62300	64200	65550	66500	67050	67550	54500	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	41800	44400	50400	48950	52650	54900	57100	59450	62100	68650	67700	72950	75400	83900	75150	82850	71650	71950	
Upper Quartile	0	40250	40600	47450	46450	49100	51100	52300	55850	56700	62450	65850	66550	73900	81650	67700	69250	66100	64050	
Median	0	39000	39400	42550	45100	44500	46650	48100	49700	50050	55250	59550	58500	67800	67200	63700	62400	59900	52850	
Lower Quartile	0	36100	38150	37950	42700	39650	43000	43350	45500	45500	49300	56400	52200	58200	64550	55500	55500	56000	44600	
Lower Decile	0	30450	34600	33150	37450	35300	41200	39200	41300	44050	44900	50250	47750	51150	55800	50750	43750	50400	38950	
Mean	0	37950	39650	42700	44450	44650	47200	48250	49950	51350	56400	60500	60450	66650	70500	63050	64450	61950	54500	
Supporting Data																				
Total Number	21	127	136	60	150	92	94	92	97	296	176	264	87	193	222	54	43	140	2345	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	55600	58150	60750	63350	65850	70700	77200	82400	86150	88400	89450	89650	89350	87950	83250	2.2
Upper Quartile	0	0	0	0	54150	56350	58550	60700	62[illegible]00	66700	71750	75650	78300	79800	80400	80400	80000	78700	74450	2.2
Median	0	0	0	0	52150	53900	55600	57300	58900	61950	65900	69100	71400	73000	73950	74400	74500	74300	66500	2.2
Lower Quartile	0	0	0	0	48900	50350	51750	53100	54350	56750	59700	61900	63450	64350	64750	64800	64700	64150	57900	2.2
Lower Decile	0	0	0	0	43400	44800	46200	47550	48800	51150	54150	56450	58000	58900	59350	59450	59300	58750	51750	2.2
Mean	0	0	0	0	50800	52700	54550	56400	58150	61450	65850	69300	71800	73400	74250	74600	74600	74050	67050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	55600	55750	59200	63400	65950	71500	79300	83600	84200	88500	84400	87700	98300	90750	83250	
Upper Quartile	0	0	0	0	54950	53400	55950	60000	62350	69150	72350	75400	75350	75850	81150	83600	83450	78250	74450	
Median	0	0	0	0	53850	50950	53200	56650	58150	63650	66350	68550	68050	72800	72950	80700	73900	73350	66500	
Lower Quartile	0	0	0	0	50650	47450	49500	53000	53100	57500	60650	63100	62200	66100	59900	68500	65400	65500	57900	
Lower Decile	0	0	0	0	45000	40100	44400	49350	50150	51350	54700	57100	56500	58600	57100	63150	60650	58800	51750	
Mean	0	0	0	0	52050	49750	52400	56300	57850	62600	66750	69600	69400	72850	71950	78100	77300	74150	67050	
Supporting Data																				
Total Number	10	3	15	28	107	69	74	98	125	433	348	289	202	284	370	188	96	255	2993	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	79050	85650	90700	94050	95850	96450	96200	95500	93500	93200	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	75600	81600	85800	88250	89100	88850	87900	86650	83900	85500	2.2
Median	0	0	0	0	0	0	0	0	0	71550	77200	80900	82700	82900	82000	80550	78900	75550	78650	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	66900	70350	72750	74150	74800	74850	74500	73950	72700	72950	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	61150	65400	67600	68150	68250	68300	68300	68300	68300	66050	15.0
Mean	0	0	0	0	0	0	0	0	0	70900	76150	79900	82150	83150	83150	82500	81600	79500	80050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	78950	86650	89850	91100	99100	94200	94950	100200	92850	93200	
Upper Quartile	0	0	0	0	0	0	0	0	0	75400	83000	84850	84850	90850	89450	87800	89250	83300	85500	
Median	0	0	0	0	0	0	0	0	0	70950	78850	80300	79400	84100	82400	81200	80650	75100	78650	
Lower Quartile	0	0	0	0	0	0	0	0	0	63400	73600	74050	70650	76300	72950	71450	75650	73150	72950	
Lower Decile	0	0	0	0	0	0	0	0	0	61100	65850	66750	63450	69350	67200	66100	66600	71500	66050	
Mean	0	0	0	0	0	0	0	0	0	70050	77750	79650	78600	84750	83500	81950	83350	79150	80050	
Supporting Data																				
Total Number	0	0	0	0	0	0	0	0	4	33	64	78	53	79	51	44	44	150	602	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	53550	55800	58000	60200	62300	64400	68250	73200	77000	79550	80950	81500	81400	81000	79700	75900	2.2
Upper Quartile	0	0	0	51450	53650	55800	57950	60000	62000	65650	70300	73700	75850	76850	77000	76650	75950	74350	71000	2.2
Median	0	0	0	49200	51150	53000	54850	56600	58300	61450	65400	68300	70200	71150	71400	71200	70750	69550	63700	2.2
Lower Quartile	0	0	0	45700	47400	49050	50600	52150	53550	56150	59200	61200	62300	62550	62300	61750	61050	59550	56150	2.2
Lower Decile	0	0	0	40700	42300	43800	45300	46750	48100	50650	53700	55900	57200	57750	57800	57450	56950	55800	50400	2.2
Mean	0	0	0	48300	50200	52000	53800	55550	57250	60350	64300	67200	69150	70150	70550	70400	70050	69000	63800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	49950	55600	55650	59150	63300	65200	71050	73350	74750	75250	75400	83350	84600	94600	77200	75900	
Upper Quartile	0	0	0	48450	54950	53350	55950	59950	61950	68800	69450	70850	71000	73950	80100	83100	73750	70950	71000	
Median	0	0	0	45000	53850	50900	53150	56600	57900	63250	64850	66200	66250	70750	72350	80600	67300	65150	63700	
Lower Quartile	0	0	0	38950	50650	47400	49450	52950	52900	56900	59450	60950	60200	64100	59250	67750	61900	59250	56150	
Lower Decile	0	0	0	34450	45000	40050	44400	49350	50100	50950	53800	55550	55000	56500	56850	61750	58250	55500	50400	
Mean	0	0	0	43700	52050	49650	52350	56250	57500	62000	64250	65850	66150	68300	70150	76850	72200	66950	63800	
Supporting Data																				
Total Number	10	3	15	28	107	69	73	97	121	400	284	211	149	205	319	144	52	105	2391	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

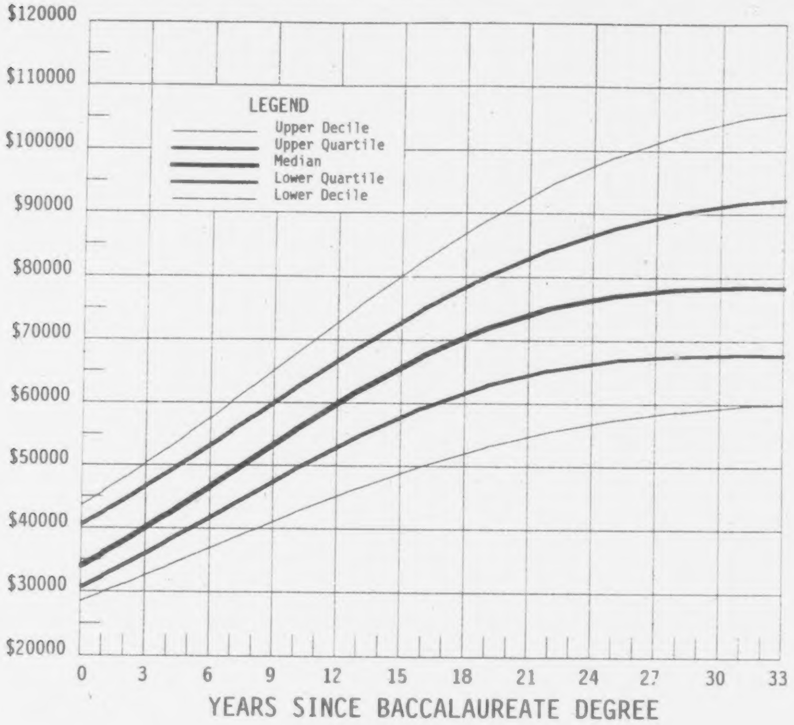
1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	72750	76150	80800	84950	88550	91550	93950	95800	97200	99150	91650	2.2
Upper Quartile	0	0	0	0	0	0	0	0	71150	72250	74400	77000	79850	82700	85350	87650	89450	91900	81450	2.8
Median	0	0	0	0	0	0	0	0	67600	68500	69900	71400	72850	74300	75650	76900	78000	79850	72850	2.2
Lower Quartile	0	0	0	0	0	0	0	0	63950	65100	66550	67750	68700	69450	70000	70450	70750	71100	68250	2.2
Lower Decile	0	0	0	0	0	0	0	0	60150	61500	63100	64300	65150	65700	66000	66150	66200	66100	64350	2.2
Mean	0	0	0	0	0	0	0	0	67250	68800	71000	73100	75100	76900	78500	79900	81050	83000	75650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	74900	75400	80250	86000	88850	91200	93900	93750	98950	99500	91650	
Upper Quartile	0	0	0	0	0	0	0	0	71200	71650	75000	77350	80900	79950	84800	87850	93200	90750	81450	
Median	0	0	0	0	0	0	0	0	67300	67550	70900	71900	73450	72900	74250	77600	78850	80150	72850	
Lower Quartile	0	0	0	0	0	0	0	0	64100	64350	67300	67900	69050	68800	69350	71100	70200	71600	68250	
Lower Decile	0	0	0	0	0	0	0	0	59950	61150	63550	64200	65500	65350	65450	66600	65750	66500	64350	
Mean	0	0	0	0	0	0	0	0	67550	68100	71550	73500	75550	75750	77600	80100	82700	82700	75650	
Supporting Data																				
Total Number	0	0	2	0	0	0	5	9	11	55	74	95	96	83	76	69	52	58	688	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NEW YORK CITY METROPOLITAN AREA, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	77000	77000	77750	79250	81350	83850	86650	89500	92300	97550	83500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	73150	72900	73000	73550	74450	75550	76750	78000	79150	81350	74950	2.2
Median	0	0	0	0	0	0	0	0	67650	68450	69450	70350	71050	71650	72100	72450	72750	73100	70800	2.2
Lower Quartile	0	0	0	0	0	0	0	0	64050	65000	66200	67100	67750	68150	68450	68600	68700	68700	67000	2.2
Lower Decile	0	0	0	0	0	0	0	0	60150	61400	62800	63800	64450	64800	64900	64900	64800	64450	63600	2.2
Mean	0	0	0	0	0	0	0	0	68400	68950	69950	71000	72100	73250	74350	75400	76300	77900	72400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	74900	75400	79100	81400	83050	79900	83350	88450	94850	100750	83500	
Upper Quartile	0	0	0	0	0	0	0	0	71200	71500	74350	74850	75400	74400	74900	75800	75850	86350	74950	
Median	0	0	0	0	0	0	0	0	67300	67450	70500	70850	71400	70800	71100	72200	71750	74650	70800	
Lower Quartile	0	0	0	0	0	0	0	0	64100	64300	67000	67100	68150	67750	67900	68550	67550	69750	67000	
Lower Decile	0	0	0	0	0	0	0	0	59950	61100	63250	63650	64850	64700	64450	64600	64500	65000	63600	
Mean	0	0	0	0	0	0	0	0	67550	68000	71050	71450	72850	72400	73250	74150	75100	80300	72400	
Supporting Data																				
Total Number	0	0	0	0	0	0	3	9	11	54	70	83	75	63	53	40	32	44	538	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $72000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

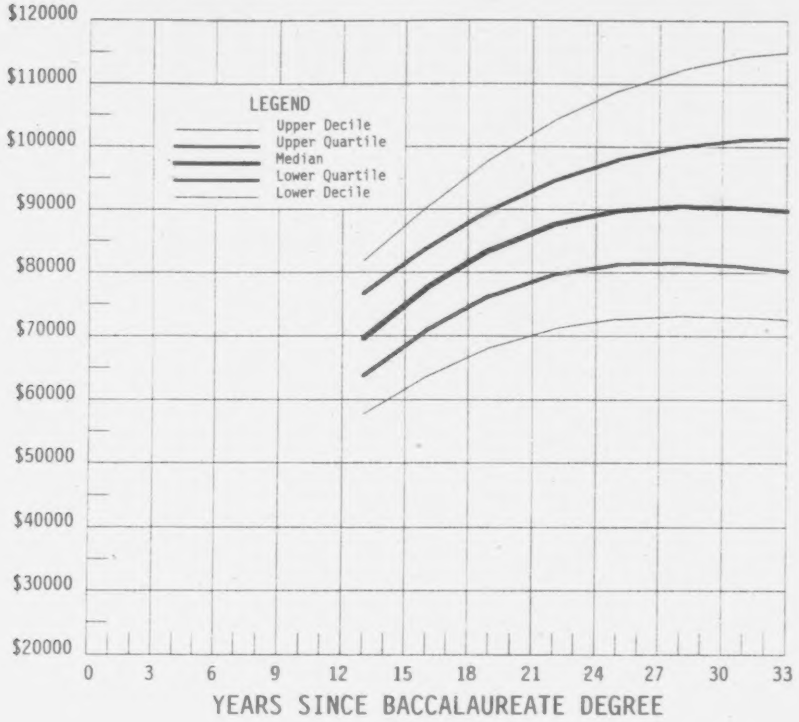
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43650	45800	48050	50350	52700	55150	57600	60100	62650	67750	75300	82450	88950	94500	99000	102500	105050	108350	92300	2.2
Upper Quartile	40450	42450	44500	46650	48800	51000	53250	55500	57750	62250	68800	74850	80050	84350	87650	90050	91700	93550	79200	2.2
Median	34000	35950	37950	40050	42200	44400	46600	48850	51150	55600	61950	67500	71900	75100	77050	78100	78450	78100	66300	2.2
Lower Quartile	30700	32400	34200	36000	37900	39800	41700	43650	45550	49350	54650	59250	62800	65300	66850	67550	67800	67400	53600	2.2
Lower Decile	28600	29900	31250	32650	34000	35450	36850	38300	39700	42500	46450	50050	53100	55550	57400	58750	59650	60650	42400	2.2
Mean	35450	37300	39200	41150	43200	45250	47300	49400	51500	55700	61700	67150	71750	75350	77950	79700	80750	81650	67550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43750	43800	49550	51400	49750	51400	63350	57750	70150	68150	75850	80450	89600	97000	94100	99900	109600	109250	92300	
Upper Quartile	41900	42500	47250	42050	46200	47900	53200	54650	66350	62350	70150	72400	81250	86250	86900	90200	92250	92600	79200	
Median	33150	38100	38400	39150	41000	42900	46800	50300	54500	56000	63400	64800	72750	75900	73050	77250	81100	79050	66300	
Lower Quartile	29900	33350	35700	34450	36000	38500	41200	45250	49450	50350	56550	57100	63150	64150	62550	67150	69550	69400	53600	
Lower Decile	28150	32150	29950	32900	33200	35000	38700	38600	42700	41250	47650	46950	57450	55900	53550	60850	60800	60400	42400	
Mean	35200	39150	39750	39950	41550	43200	47900	49850	56050	55650	63200	64700	72700	76550	74750	79400	83200	81700	67550	
Supporting Data																				
Total Number	13	13	21	15	18	33	37	40	19	103	122	103	96	97	110	98	98	135	1172	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

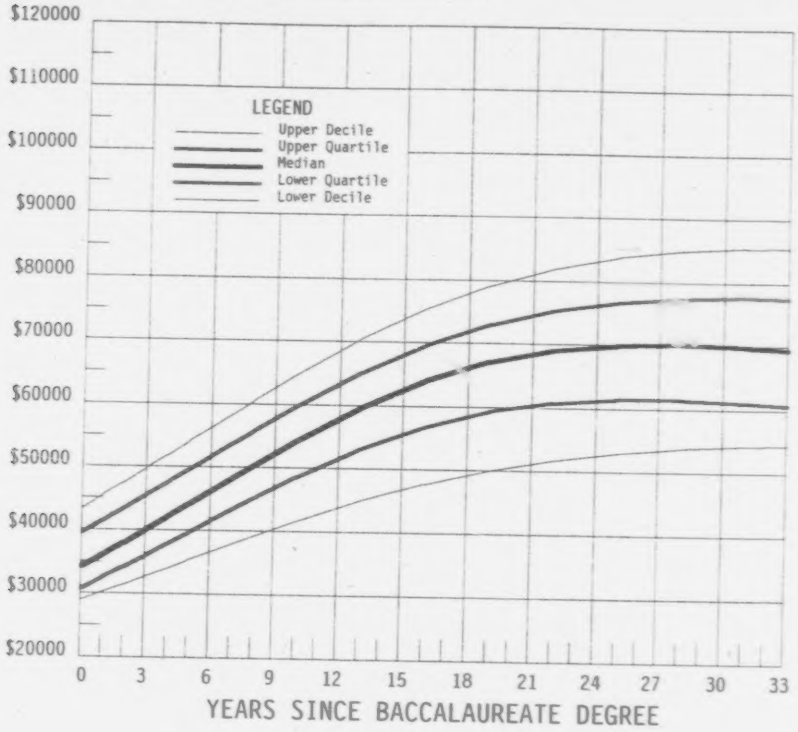
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	81800	90350	97900	104100	108850	112200	114400	116700	109500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	0	76650	83850	89900	94600	97900	100000	101150	101900	93900	2.2
Median	0	0	0	0	0	0	0	0	0	0	69650	77450	83550	87650	89900	90600	90350	88500	85450	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	0	63800	70850	76250	79650	81250	81500	80900	78650	75500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	0	57750	63650	68200	71150	72700	73200	72950	71450	66950	2.2
Mean	0	0	0	0	0	0	0	0	0	0	70400	77800	83800	88150	90800	92050	92400	91600	86500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	0	86800	88600	93550	110300	98550	113400	119800	116750	109500	
Upper Quartile	0	0	0	0	0	0	0	0	0	0	78350	86050	89200	94650	93600	97600	103500	103450	93900	
Median	0	0	0	0	0	0	0	0	0	0	73600	76900	82350	86800	88850	87950	89300	91200	85450	
Lower Quartile	0	0	0	0	0	0	0	0	0	0	67900	71300	74300	79900	78050	78150	82250	80800	75500	
Lower Decile	0	0	0	0	0	0	0	0	0	0	65200	62800	62650	75050	67900	70150	74450	73950	66950	
Mean	0	0	0	0	0	0	0	0	0	0	74900	77200	81150	89000	87500	89400	94650	93200	86500	
Supporting Data																				
Total Number	0	0	0	0	0	1	3	0	1	9	30	25	41	43	42	48	48	68	359	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	43350	45450	47550	49700	51900	54050	56250	58400	60550	64700	70450	75350	79200	82000	83850	84950	85500	85650	77200	2.2
Upper Quartile	39450	41400	43400	45450	47500	49600	51650	53750	55750	59700	65050	69550	72950	75300	76750	77450	77700	77350	69350	2.2
Median	34100	36000	37950	39950	42000	44050	46150	48200	50250	54250	59600	63950	67100	69000	69900	70100	69800	68600	59650	2.2
Lower Quartile	30750	32450	34200	35950	37800	39600	41450	43250	45050	48500	53100	56750	59300	60800	61450	61450	61100	59950	48550	2.2
Lower Decile	28950	30200	31450	32750	34000	35300	36600	37850	39100	41500	44850	47700	50000	51750	53000	53800	54300	54700	39800	2.2
Mean	35600	37350	39200	41050	42900	44800	46650	48500	50350	53900	58750	62750	65800	67900	69150	69750	69900	69550	59200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43750	43800	49200	51400	49750	51050	55050	57750	70050	67150	70750	72300	77350	81500	83050	86200	90700	83950	77200	
Upper Quartile	41900	42500	41000	42050	46200	47450	51300	54650	66000	60350	65800	68000	73600	74650	74450	76650	80400	77750	69350	
Median	33150	38100	38300	39150	41000	42750	44550	50300	54350	54950	60950	61700	67850	67100	67200	70550	70950	70250	59650	
Lower Quartile	29900	33350	35500	34450	36000	38250	40900	45250	48450	49600	54050	54150	61000	58800	57500	62950	62600	61650	48550	
Lower Decile	28150	32150	29900	32900	33200	34900	38550	38600	42550	40750	45800	45650	53000	49000	51350	54250	56200	55300	39800	
Mean	35200	39150	39200	39950	41550	42850	46300	49850	55700	54650	59500	60600	66450	66700	67000	69950	72400	70050	59200	
Supporting Data																				
Total Number	13	13	21	15	18	32	34	40	17	94	93	77	55	54	68	51	51	67	813	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42500	44550	46700	48850	51100	53350	55700	58000	60400	65150	72150	78750	84700	89800	93950	97150	99500	102600	88500	2.2
Upper Quartile	38200	40050	42000	43950	46000	48050	50150	52250	54400	58600	64800	70550	75650	79850	83150	85650	87350	89500	75150	2.2
Median	33500	35300	37100	39000	40950	42900	44900	46900	48900	52900	58600	63650	67800	70950	73150	74550	75300	75750	61250	2.2
Lower Quartile	30350	31800	33250	34700	36200	37750	39250	40800	42300	45300	49600	53500	56750	59400	61450	62850	63850	64900	48400	2.2
Lower Decile	28900	30050	31200	32300	33500	34650	35800	36950	38100	40400	43600	46600	49200	51450	53250	54650	55750	57250	39200	2.2
Mean	34900	36550	38250	39950	41700	43500	45350	47150	49000	52600	57850	62700	66900	70400	73150	75150	76550	78300	62850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43750	43950	48700	50050	49600	50650	54850	57400	0	62850	72750	85650	86800	91000	92750	89750	96350	105450	88500	
Upper Quartile	41900	41050	39250	41000	45100	45700	51000	53100	0	58250	66150	70200	77800	83400	82650	79850	88800	89500	75150	
Median	33150	36600	36850	39000	39850	41850	45600	48750	0	52200	60100	61400	70300	72350	69850	72750	78300	75950	61250	
Lower Quartile	29900	32850	32650	34350	34800	36750	40250	43200	0	45750	50000	52000	61100	58950	55400	62900	65500	66650	48400	
Lower Decile	28150	31850	29350	32900	32250	34050	38000	38300	0	40500	44450	44800	53050	48900	50800	53400	56750	58850	39200	
Mean	35200	38100	37550	39550	40450	41900	45900	48700	0	52100	58750	62000	70000	71500	70450	71750	78000	79250	62850	
Supporting Data																				
Total Number	13	10	15	15	12	23	22	25	7	59	62	56	44	50	59	45	49	90	655	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	42900	44850	46750	48700	50650	52600	54550	56450	58350	61950	66900	71050	74300	76700	78250	79200	79700	79950	73350	2.2
Upper Quartile	38050	39950	41850	43800	45750	47700	49650	51600	53550	57250	62300	66450	69650	71900	73200	73850	74100	73750	64300	2.2
Median	33900	35650	37400	39200	41000	42800	44600	46400	48150	51500	56000	59600	62200	63800	64650	64850	64700	63900	54900	2.2
Lower Quartile	30450	31850	33300	34750	36200	37700	39150	40600	42000	44750	48550	51700	54200	56000	57200	57900	58200	58300	44700	2.2
Lower Decile	28900	30000	31050	32150	33250	34350	35450	36500	37550	39600	42400	44850	46900	48550	49800	50700	51350	52100	37250	2.2
Mean	35000	36600	38250	39900	41550	43200	44850	46500	48050	51150	55300	58800	61500	63400	64650	65300	65600	65600	55100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	43750	43950	47500	50050	49600	49500	54850	57400	0	62600	67500	69200	75400	75300	79900	78500	82500	78600	73350	
Upper Quartile	41900	41050	38800	41000	45100	45100	51000	53100	0	58050	63850	64700	72300	70600	71300	74100	74950	74000	64300	
Median	33150	36600	36700	39000	39850	41550	45600	48750	0	52100	57600	57700	63250	60450	61550	64950	64850	66750	54900	
Lower Quartile	29900	32850	32450	34350	34800	36600	40250	43200	0	45600	48800	49800	56750	53650	53350	60050	58300	60400	44700	
Lower Decile	28150	31850	29300	32900	32250	31950	38000	38300	0	40450	43800	40950	48050	47450	49750	48850	53250	53300	37250	
Mean	35200	38100	36700	39550	40450	41250	45900	48700	0	51900	56250	56600	63450	61200	62850	65050	66900	66850	55100	
Supporting Data																				
Total Number	13	10	14	15	12	22	22	25	6	58	53	43	30	28	42	29	24	45	491	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

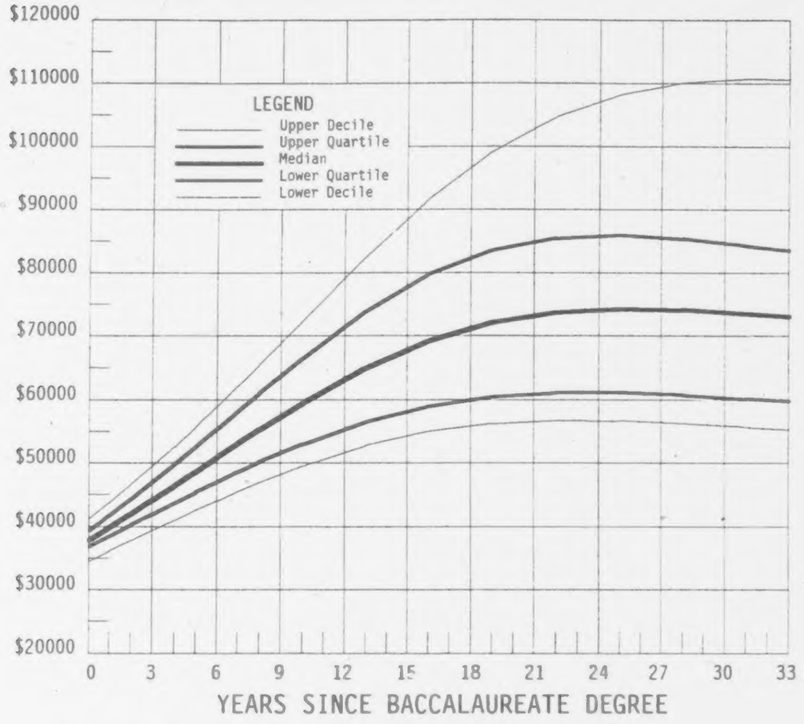
1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	54100	56600	59150	61750	67050	75150	83200	90750	97550	103250	107750	110950	114350	94300	3.2
Upper Quartile	0	0	0	0	0	51550	53850	56100	58400	63000	69800	76200	82000	87000	91050	94150	96300	98550	80250	3.2
Median	0	0	0	0	0	45000	47400	49800	52200	57000	63750	69600	74100	77100	78850	79500	79500	78500	68350	2.2
Lower Quartile	0	0	0	0	0	41300	43450	45600	47750	52000	58000	63200	67200	69950	71550	72250	72350	71600	58250	2.2
Lower Decile	0	0	0	0	0	38500	40500	42550	44600	48550	54050	58550	61750	63700	64550	64550	64150	62650	48500	2.2
Mean	0	0	0	0	0	45850	48100	50400	52750	57350	64050	70100	75200	79100	81900	83650	84650	85300	70700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	51750	53700	57200	0	69350	78850	78050	91850	102200	90100	109500	120100	112550	94300	
Upper Quartile	0	0	0	0	0	49850	50200	55300	0	64750	72100	72500	84950	88800	82800	95600	100200	97350	80250	
Median	0	0	0	0	0	47300	43500	53600	0	58050	65000	65200	74050	81250	71800	79850	81250	80200	68350	
Lower Quartile	0	0	0	0	0	42200	41450	48900	0	54050	60600	60450	63200	69650	65050	74450	72800	76100	58250	
Lower Decile	0	0	0	0	0	40850	39550	41750	0	50200	55750	55600	60750	61600	61750	68250	64750	63350	48500	
Mean	0	0	0	0	0	46100	45450	51300	0	58350	66600	66250	74600	81100	75200	85600	88100	85300	70700	
Supporting Data																				
Total Number	0	3	7	0	5	10	11	14	10	35	50	35	38	34	29	31	31	34	378	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SAN FRANCISCO BAY AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	53400	55650	57900	60150	64600	70800	76250	80800	84250	86750	88350	89300	90100	78850	2.2
Upper Quartile	0	0	0	0	0	50600	52500	54400	56300	59950	65050	69550	73300	76300	78450	79900	80800	81550	70750	3.8
Median	0	0	0	0	0	44950	47100	49250	51400	55600	61300	66050	69550	71750	72900	73250	73050	72000	61750	2.2
Lower Quartile	0	0	0	0	0	41350	43500	45650	47750	51900	57350	61600	64400	65750	66000	65500	64650	62550	53150	2.2
Lower Decile	0	0	0	0	0	37250	38950	40600	42250	45400	49700	53350	56300	58550	60100	61100	61700	62150	43350	4.0
Mean	0	0	0	0	0	45500	47600	49650	51750	55750	61250	65800	69250	71550	72850	73400	73400	72700	62050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	51750	53700	57200	0	67450	70950	75150	79550	84600	83050	93750	92400	86900	78850	
Upper Quartile	0	0	0	0	0	49850	50200	55300	0	60450	65100	69900	74400	80250	76400	78950	79400	79900	70750	
Median	0	0	0	0	0	47300	43500	53600	0	56350	61800	64100	69300	69850	69350	74050	72600	76800	61750	
Lower Quartile	0	0	0	0	0	42200	41450	48900	0	53250	58250	58550	62650	62400	65050	69850	65400	63650	53150	
Lower Decile	0	0	0	0	0	40850	39550	41750	0	39650	54100	53800	56450	60200	61750	65000	62050	54900	43350	
Mean	0	0	0	0	0	46100	45450	51300	0	56350	61950	64250	68550	71150	71050	76100	74300	72450	62050	
Supporting Data																				
Total Number	0	3	7	0	5	10	11	14	9	28	32	25	16	17	16	14	15	14	237	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

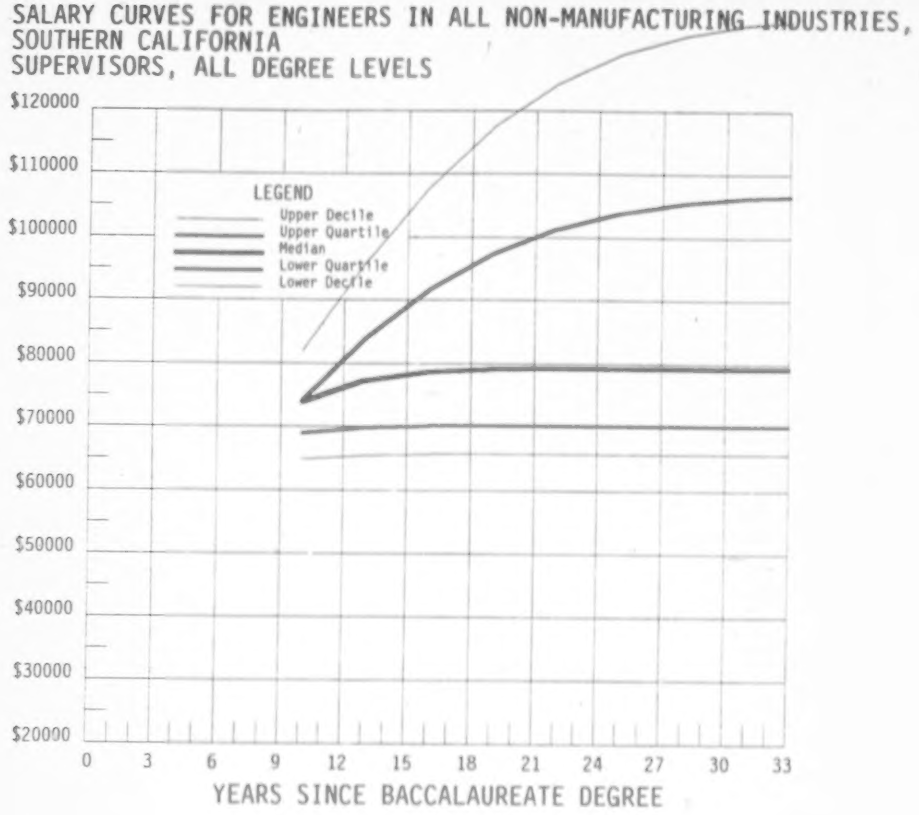
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	41200	43800	46600	49500	52500	55650	58900	62200	65550	72400	82450	91600	99200	104750	108250	110100	110750	110100	89550	2.2
Upper Quartile	39250	41750	44300	46950	49700	52500	55350	58150	61000	66450	73850	79650	83550	85500	86000	85400	84300	81550	76750	2.2
Median	37700	39800	41950	44150	46350	48600	50850	53050	55250	59400	64950	69200	72100	73700	74250	74100	73500	71800	65100	2.2
Lower Quartile	36750	38450	40200	41950	43650	45350	47000	48600	50150	52950	56450	58950	60450	61100	61150	60750	60150	58800	53650	2.2
Lower Decile	34500	36100	37750	39350	40950	42550	44050	45550	46950	49550	52750	55000	56250	56750	56700	56250	55650	54300	46200	2.2
Mean	37800	40000	42200	44500	46850	49250	51650	54000	56350	60900	67050	72000	75450	77450	78300	78300	77800	76150	68200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	45650	46250	0	53900	54500	82900	67200	74700	77750	78200	84700	87450	98700	140900	87900	132800	114600	89550	
Upper Quartile	38750	43600	45100	0	47750	52750	52900	66000	67950	70900	73400	78900	78950	79300	90000	73250	75100	98100	76750	
Median	35500	40600	40250	0	45900	51500	50200	64050	66550	59200	63000	68800	66650	68700	85700	65250	72750	75950	65100	
Lower Quartile	34750	39300	38400	0	44550	50250	47100	51050	65200	55650	49350	64200	60900	56100	71450	60800	48800	59950	53650	
Lower Decile	34300	38500	35000	0	35400	48500	45250	46100	64350	53650	47050	61200	54250	54250	61700	54450	47700	56900	46200	
Mean	36500	41450	41000	0	45700	51500	56800	58300	68050	62650	63400	72050	73500	71000	91400	68900	73700	80850	68200	
Supporting Data																				
Total Number	27	47	46	18	64	46	38	64	45	183	334	215	138	134	222	156	77	166	2021	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	9	0	33	0	9	0	51	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

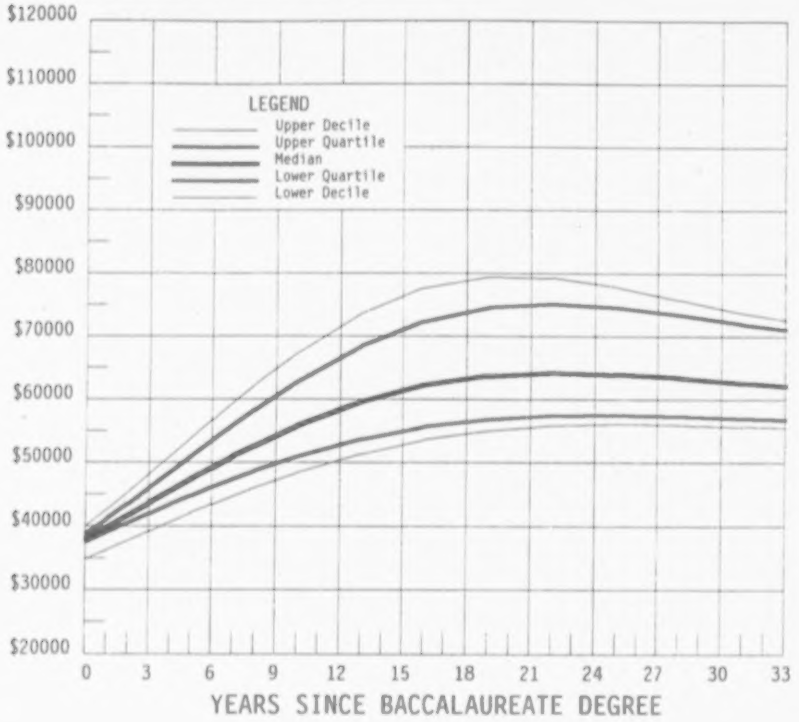
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	81800	95900	107950	117450	124300	129000	131950	133700	135100	119550	3.8
Upper Quartile	0	0	0	0	0	0	0	0	0	74050	83850	91600	97300	101300	103850	105450	106350	107000	94250	4.0
Median	0	0	0	0	0	0	0	0	0	73800	77300	78700	79150	79250	79250	79250	79250	79250	80050	5.4
Lower Quartile	0	0	0	0	0	0	0	0	0	69000	69900	70150	70200	70200	70200	70200	70200	70200	68300	15.0
Lower Decile	0	0	0	0	0	0	0	0	0	64950	65550	65700	65750	65750	65750	65750	65750	65750	61350	15.0
Mean	0	0	0	0	0	0	0	0	0	78400	84200	85750	86150	86200	86200	86200	86200	86200	85300	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67600	0	79400	102500	97950	165000	107650	146500	114500	150600	120000	119550	
Upper Quartile	0	0	0	0	0	0	0	67000	0	78450	79000	84300	150000	96350	109750	88100	107750	112500	94250	
Median	0	0	0	0	0	0	0	66000	0	76900	73000	78600	125000	73850	87100	74750	49050	100000	80050	
Lower Quartile	0	0	0	0	0	0	0	65000	0	73550	65650	66750	82500	58250	82100	73350	48050	82850	68300	
Lower Decile	0	0	0	0	0	0	0	64400	0	62200	63600	65100	81000	56900	70300	72550	47400	81150	61350	
Mean	0	0	0	0	0	0	0	66000	0	74400	76800	79100	116250	76600	97600	83600	73500	98200	85300	
Supporting Data																				
Total Number	0	0	0	0	0	0	9	33	9	51	82	89	18	74	186	45	45	74	714	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	9	0	33	0	9	0	51	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42650	45350	48150	51000	53850	56700	59500	62250	67350	73600	77650	79400	79250	77800	75800	73650	69550	75100	2.2
Upper Quartile	38800	41100	43550	46000	48450	50950	53450	55900	58300	62800	68400	72350	74500	75100	74550	73400	71950	69000	67150	2.2
Median	37900	39800	41700	43600	45500	47350	49150	50950	52600	55750	59550	62200	63700	64200	64000	63400	62600	60850	57300	2.2
Lower Quartile	37500	39000	40500	41950	43400	44800	46150	47400	48650	50900	53650	55600	56800	57400	57500	57300	56950	56050	49450	2.2
Lower Decile	34800	36250	37750	39200	40650	42050	43450	44750	46050	48400	51350	53550	55000	55800	56050	55950	55700	54900	44500	2.2
Mean	37900	39850	41850	43850	45900	47900	49850	51800	53650	57100	61400	64500	66300	67000	66900	66300	65500	63600	58850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	45650	46250	46400	53900	54500	52200	52950	67750	66850	75700	75550	79600	81700	78400	67350	75600	75950	75100	
Upper Quartile	38750	43600	45100	45500	47750	52750	50950	52250	67100	59800	70350	71650	76950	73450	76000	65750	75000	74250	67150	
Median	35500	40600	40250	44000	45900	51500	48750	51050	66000	57200	55550	66600	65750	55750	60000	62850	74000	61900	57300	
Lower Quartile	34750	39300	38400	39500	44550	50250	46350	46600	64900	54700	48400	62150	55750	54400	50000	55550	73000	57700	49450	
Lower Decile	34300	38500	35000	38600	35400	48500	44950	45050	64250	53300	46300	60350	54100	53550	48200	54000	72400	56000	44500	
Mean	36500	41450	41000	42500	45700	51500	48650	50350	66500	58100	59000	67050	66950	64100	60000	63000	74000	67000	58850	
Supporting Data																				
Total Number	27	47	46	18	64	46	29	32	36	132	251	126	120	60	37	111	33	92	1307	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	58400	61500	64600	70700	79350	86650	92150	95700	97450	97900	97550	95650	86950	2.2
Upper Quartile	0	0	0	0	0	0	55900	57950	59950	63750	68850	73050	76300	78500	79900	80600	80850	80600	73200	2.2
Median	0	0	0	0	0	0	48350	49800	51200	54050	58100	61900	65300	68250	70800	72850	74450	76850	63100	2.2
Lower Quartile	0	0	0	0	0	0	46250	47800	49300	52050	55350	57550	58750	59100	58850	58200	57450	55850	53350	2.2
Lower Decile	0	0	0	0	0	0	43550	44950	46300	48700	51550	53400	54350	54550	54250	53650	52950	51450	46600	2.2
Mean	0	0	0	0	0	0	50500	52500	54500	58250	63300	67300	70150	71900	72750	72900	72700	71700	66200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	0	45800	0	55400	0	83400	67500	74750	78600	67950	76000	129400	68750	152200	67300	75200	116150	86950	
Upper Quartile	35500	0	44000	0	54500	0	81050	66700	68000	76450	63750	72950	66900	58850	89300	66200	74000	102900	73200	
Median	35000	0	39500	0	53000	0	48750	65450	66650	58000	49750	65700	64900	56550	83600	64450	72000	81450	63100	
Lower Quartile	34500	0	38000	0	35000	0	46350	64150	65350	54850	47650	62850	54900	54700	70300	54700	48500	58550	53350	
Lower Decile	34200	0	34800	0	34400	0	44950	45350	64550	53250	45700	61150	53750	53700	51850	53700	47600	56350	46600	
Mean	35000	0	39900	0	44750	0	58450	61500	68250	62500	55900	69300	70700	57950	91650	60950	61250	80550	66200	
Supporting Data																				
Total Number	18	0	37	9	18	0	29	42	43	116	185	93	83	74	149	74	65	120	1157	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	9	0	33	0	0	0	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	80950	90900	97050	100100	101250	101400	101250	101000	100750	123750	3.6
Upper Quartile	0	0	0	0	0	0	0	0	0	80800	86250	87750	88100	88150	88150	88150	88150	88150	87850	15.0
Median	0	0	0	0	0	0	0	0	0	72400	74400	74750	74550	74350	74150	74050	74050	74000	78600	5.6
Lower Quartile	0	0	0	0	0	0	0	0	0	69500	70600	70700	70500	70350	70300	70250	70250	70200	66100	6.4
Lower Decile	0	0	0	0	0	0	0	0	0	68700	68800	67900	66950	66300	65900	65700	65650	65600	57350	5.6
Mean	0	0	0	0	0	0	0	0	0	75300	78400	79200	79400	79450	79450	79450	79450	79450	83150	15.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67600	0	79600	93000	97700	0	59600	155000	0	49700	120000	123750	
Upper Quartile	0	0	0	0	0	0	0	67000	0	79000	90000	67850	0	59000	125000	0	49250	112500	87850	
Median	0	0	0	0	0	0	0	66000	0	78000	76000	66550	0	58000	85000	0	48500	90000	78600	
Lower Quartile	0	0	0	0	0	0	0	65000	0	77000	66000	65300	0	57000	80000	0	47750	82600	66100	
Lower Decile	0	0	0	0	0	0	0	64400	0	76400	64800	64500	0	56400	69600	0	47300	81050	57350	
Mean	0	0	0	0	0	0	0	66000	0	78000	75600	72900	0	58000	97500	0	48500	97600	83150	
Supporting Data																				
Total Number	0	0	0	0	0	0	9	33	9	33	37	42	9	33	130	0	33	68	435	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33	0	0	0	42	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	57850	61550	65800	68450	69450	69250	68200	66750	65250	62350	67700	2.2
Upper Quartile	0	0	0	0	0	0	0	0	53850	56650	60050	62400	63750	64200	64050	63500	62850	61300	64500	2.2
Median	0	0	0	0	0	0	0	0	50000	52500	55650	58100	59800	60800	61300	61450	61350	60850	55150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	46950	49350	52300	54550	56000	56800	57100	57050	56800	56050	48800	2.2
Lower Decile	0	0	0	0	0	0	0	0	45000	47450	50500	52750	54200	54950	55200	55050	54750	53850	44400	2.2
Mean	0	0	0	0	0	0	0	0	50500	53250	56650	59050	60550	61200	61300	60950	60450	59200	56000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	35800	0	45800	0	55400	0	49850	0	67750	64350	61500	74900	67300	70200	52400	67300	75600	62350	67700	
Upper Quartile	35500	0	44000	0	54500	0	48850	0	67150	58550	54250	73200	66200	55900	51500	66200	75000	59700	64500	
Median	35000	0	39500	0	53000	0	47250	0	66100	56000	48900	63100	64450	54900	50000	64450	74000	58100	55150	
Lower Quartile	34500	0	38000	0	35000	0	45600	0	65050	54100	47200	61550	54700	53950	48500	54700	73000	56500	48800	
Lower Decile	34200	0	34800	0	34400	0	44650	0	64400	49750	45350	60600	53700	53400	47600	53700	72400	51700	44400	
Mean	35000	0	39900	0	44750	0	47350	0	66700	56450	51050	66300	60950	57900	50000	60950	74000	58400	56000	
Supporting Data																				
Total Number	18	0	37	9	18	0	20	9	34	83	149	51	74	42	18	74	33	52	722	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48700	52250	55900	59700	63500	71150	81750	89950	94850	96350	95350	92900	89950	83950	86650	2.2
Upper Quartile	0	0	0	0	47150	50350	53600	56900	60200	66550	74900	80800	83700	84000	82400	79900	77200	72000	77150	2.2
Median	0	0	0	0	46150	49150	52200	55250	58300	64150	71850	77300	80200	80750	79600	77600	75300	70800	70350	2.2
Lower Quartile	0	0	0	0	45200	47800	50450	53100	55700	60550	66700	70850	72900	73100	72050	70300	68400	64650	51500	2.2
Lower Decile	0	0	0	0	44350	46700	49000	51300	53550	57700	62900	66400	68150	68400	67600	66250	64750	61750	44700	2.2
Mean	0	0	0	0	46400	49450	52550	55650	58800	64800	72650	78200	81000	81400	80100	77850	75400	70700	67200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	48500	54800	0	56900	0	72700	79400	96200	88000	79750	89200	109000	0	75750	86650	
Upper Quartile	0	0	0	0	46800	53000	0	52600	0	59950	75300	83100	85000	78500	88050	75100	0	75150	77150	
Median	0	0	0	0	45900	51500	0	51700	0	58650	72750	78300	80000	76300	86100	72750	0	74100	70350	
Lower Quartile	0	0	0	0	44950	50000	0	50850	0	57300	67700	69700	78000	74150	77550	62350	0	73050	51500	
Lower Decile	0	0	0	0	44400	48200	0	50350	0	56550	62350	67650	76800	72850	62200	60950	0	72400	44700	
Mean	0	0	0	0	46100	51500	0	52350	0	60400	74250	78250	81500	78700	81200	74950	0	74150	67200	
Supporting Data																				
Total Number	9	47	9	9	46	37	9	23	1	12	107	84	37	20	51	77	0	34	612	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

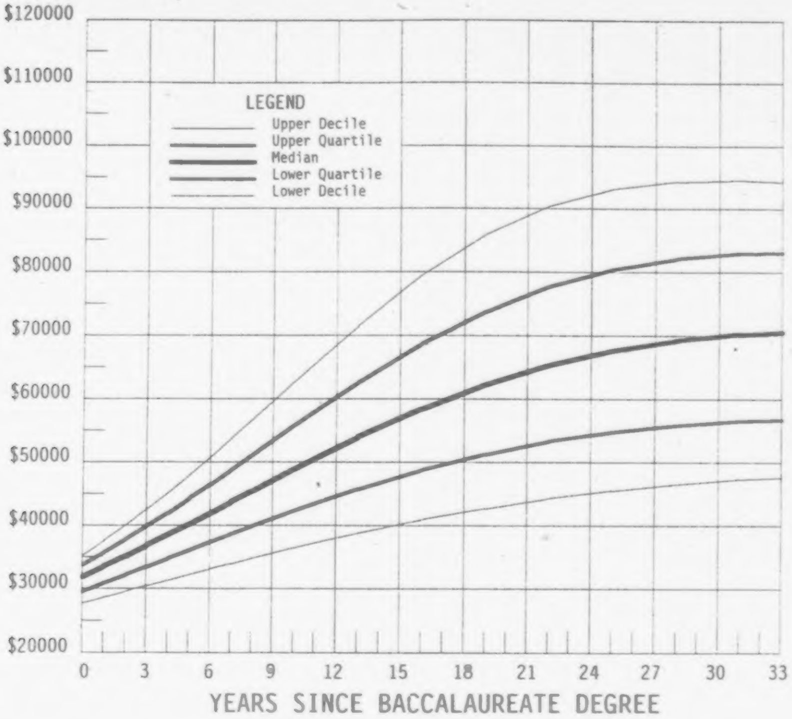
1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	49100	52450	55850	59250	62600	69000	76900	81750	83350	82250	79600	76300	73100	67350	77600	2.2
Upper Quartile	0	0	0	0	47300	50200	53100	56050	58900	64350	71250	75900	78050	78100	76650	74550	72250	67900	73050	2.2
Median	0	0	0	0	46350	49100	51850	54600	57300	62400	68900	73300	75450	75700	74550	72700	70700	66800	61350	2.2
Lower Quartile	0	0	0	0	45400	47950	50550	53100	55600	60300	66200	70200	72150	72400	71350	69750	67900	64350	46850	2.2
Lower Decile	0	0	0	0	44400	46700	48950	51150	53350	57450	62650	66400	68600	69400	69200	68300	67200	64700	43200	2.2
Mean	0	0	0	0	46500	49250	52050	54800	57550	62750	69250	73750	75900	76100	74900	73050	70950	67000	60600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	48500	54800	0	56900	0	72700	77350	82500	88500	0	79200	63750	0	75750	77600	
Upper Quartile	0	0	0	0	46800	53000	0	52600	0	59950	75150	71650	86250	0	78000	63150	0	75150	73050	
Median	0	0	0	0	45900	51500	0	51700	0	58650	72950	70000	79000	0	76000	62100	0	74100	61350	
Lower Quartile	0	0	0	0	44950	50000	0	50850	0	57300	69850	68350	77500	0	62000	61050	0	73050	46850	
Lower Decile	0	0	0	0	44400	48200	0	50350	0	56550	63100	66000	76600	0	60800	60400	0	72400	43200	
Mean	0	0	0	0	46100	51500	0	52350	0	60400	72000	71700	81150	0	70000	64150	0	74150	60600	
Supporting Data																				
Total Number	9	47	9	9	46	37	9	23	1	12	71	46	27	0	18	34	0	34	433	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SOUTHERN CALIFORNIA, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67750	78400	89150	99350	108450	115950	121750	125850	130900	115450	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	65300	75000	84600	93650	101650	108250	113350	117050	121600	96050	2.2
Median	0	0	0	0	0	0	0	0	0	59450	67600	75950	84300	92200	99400	105650	110750	118750	74100	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	54000	60200	66850	73750	80850	87900	94600	100750	111800	61500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	50700	55850	61450	67450	73800	80400	86900	93050	104750	55250	2.2
Mean	0	0	0	0	0	0	0	0	0	59100	66800	74750	82750	90450	97650	104050	109450	118200	79600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73600	79000	78950	79200	114200	122500	0	168400	120000	115450	
Upper Quartile	0	0	0	0	0	0	0	0	0	70000	76700	76500	78000	99650	118750	0	158500	112500	96050	
Median	0	0	0	0	0	0	0	0	0	62000	72300	64300	76000	95000	112500	0	142050	100000	74100	
Lower Quartile	0	0	0	0	0	0	0	0	0	58000	60500	60150	62000	80400	106250	0	125600	96650	61500	
Lower Decile	0	0	0	0	0	0	0	0	0	54800	57800	51250	60800	73750	102500	0	110350	89000	55250	
Mean	0	0	0	0	0	0	0	0	0	63400	68800	65050	70000	91700	112500	0	140950	103750	79600	
Supporting Data																				
Total Number	0	0	0	0	0	9	0	0	0	55	41	38	18	40	23	4	12	12	252	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

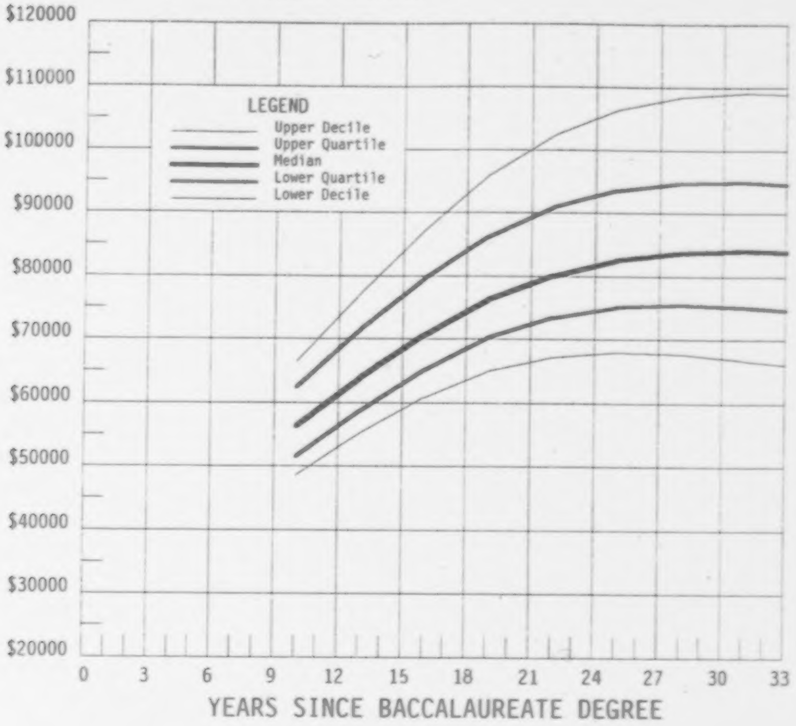
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35250	37550	40000	42550	45200	47950	50800	53700	56650	62700	71500	79450	85850	90400	93150	94400	94600	93450	80000	2.2
Upper Quartile	33700	35650	37700	39800	41950	44200	46450	48750	51050	55750	62500	68650	73750	77700	80400	82050	82900	83300	64500	2.2
Median	31900	33450	35100	36750	38450	40150	41900	43650	45400	48900	53900	58400	62250	65350	67650	69250	70300	71400	51150	2.2
Lower Quartile	29600	30850	32100	33400	34700	36000	37300	38550	39800	42300	45750	48750	51250	53250	54750	55800	56500	57250	41000	2.2
Lower Decile	27750	28650	29550	30450	31300	32200	33100	33950	34800	36450	38800	40900	42750	44300	45600	46600	47400	48500	34700	2.2
Mean	31850	33500	35150	36900	38650	40450	42300	44150	45950	49600	54850	59500	63450	66500	68750	70200	71100	71900	54650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	37000	39400	42550	46200	48700	52550	55200	55450	63600	71050	78750	81000	89800	92500	93450	96750	97350	80000	
Upper Quartile	32850	34600	36900	40100	41300	45500	47300	49650	52700	56350	62750	68850	69350	76500	75450	82050	86450	89250	64500	
Median	30650	32800	35150	37750	38750	40550	40600	44350	47450	49100	54700	56850	64450	62050	62450	69450	68500	77550	51150	
Lower Quartile	27450	30550	32650	34050	35000	37500	36350	41300	39300	42200	45750	46500	53750	48850	56500	55200	54250	59450	41000	
Lower Decile	25550	28550	28750	32500	32000	33050	32950	35500	35150	36400	38150	39350	44150	42350	46150	47350	47350	49200	34700	
Mean	30100	33000	35500	37350	38900	41100	42550	45850	46100	49750	55100	58500	62900	63650	66900	70350	71100	75700	54650	
Supporting Data																				
Total Number	56	82	89	94	133	172	165	166	168	492	396	323	295	203	261	155	102	245	3597	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

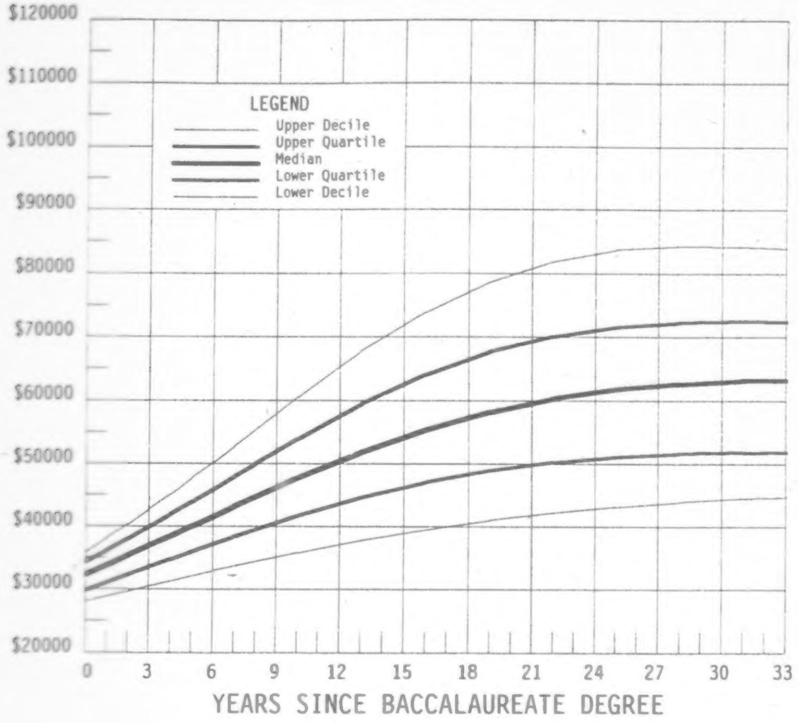
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66450	77200	87300	95850	102250	106400	108500	109150	108200	98500	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62450	71500	79600	86200	90850	93600	94800	94950	93650	87200	2.2
Median	0	0	0	0	0	0	0	0	0	56350	63850	70650	76100	80050	82500	83700	84050	83350	75350	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51400	58750	65200	70150	73400	75050	75450	75100	73350	66050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	48450	55200	60850	64900	67200	68000	67700	66800	64400	60100	2.2
Mean	0	0	0	0	0	0	0	0	0	56750	65000	72400	78400	82650	85200	86300	86400	85200	78000	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73100	85500	88800	85700	103150	116900	99450	116600	113300	98500	
Upper Quartile	0	0	0	0	0	0	0	0	0	69000	78600	82350	76500	92400	99700	89900	103950	96600	87200	
Median	0	0	0	0	0	0	0	0	0	63850	66900	75150	67000	82600	88200	81750	90100	85000	75350	
Lower Quartile	0	0	0	0	0	0	0	0	0	53550	61500	69650	65250	72050	76100	73100	77150	75750	66050	
Lower Decile	0	0	0	0	0	0	0	0	0	50300	56100	64500	64150	65550	63500	62400	65550	69400	60100	
Mean	0	0	0	0	0	0	0	0	0	61450	69250	75900	71000	83400	88950	83550	88850	88100	78000	
Supporting Data																				
Total Number	0	0	0	1	1	2	2	2	8	32	48	64	122	44	55	57	26	83	546	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	3	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35850	38050	40350	42700	45150	47650	50200	52750	55350	60500	67750	73950	78700	81900	83650	84250	84150	82950	69850	2.2
Upper Quartile	34200	36050	37950	39900	41900	43900	45900	47950	50000	53950	59400	64050	67650	70100	71600	72300	72500	72050	58900	2.2
Median	32250	33750	35300	36850	38400	40000	41550	43150	44700	47700	51800	55350	58200	60300	61750	62650	63150	63400	48100	2.2
Lower Quartile	29850	31050	32300	33500	34750	35950	37200	38350	39500	41700	44650	47050	48950	50300	51150	51650	51900	52000	39550	2.2
Lower Decile	28100	28900	29700	30500	31300	32100	32900	33650	34400	35800	37800	39500	41000	42200	43200	43950	44500	45300	34200	2.2
Mean	32200	33750	35350	37000	38650	40300	41950	43600	45200	48400	52700	56400	59300	61350	62700	63450	63800	63800	50450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	37000	39400	42300	46100	48500	52350	55100	55000	62050	67750	69950	75400	79600	77100	82450	89550	93300	69850	
Upper Quartile	32850	34600	36900	40000	41000	45350	47100	49600	52050	54950	60050	62400	64150	65800	63900	74100	73050	84200	58900	
Median	30650	32800	35150	37700	38700	40500	40550	44050	46900	48550	52450	53700	55550	55650	61300	60050	64700	69500	48100	
Lower Quartile	27450	30550	32650	34050	34950	37400	36250	41250	39100	42000	44800	45550	46550	46650	53200	53350	52300	53600	39550	
Lower Decile	25550	28550	28750	32500	31950	33050	32950	35450	35050	35900	36550	37600	40950	41700	45300	44200	45550	45150	34200	
Mean	30100	33000	35500	37300	38700	41000	42500	45700	45450	48950	53150	54250	57200	58200	61050	62650	65000	69350	50450	
Supporting Data																				
Total Number	56	82	89	94	132	171	164	164	159	460	347	260	173	159	207	96	76	162	3051	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35300	37550	39950	42450	45000	47650	50400	53150	56000	61650	69750	76900	82500	86300	88450	89250	89200	87800	75150	2.2
Upper Quartile	33600	35550	37500	39550	41650	43800	45950	48150	50350	54650	60800	66150	70350	73400	75250	76250	76600	76250	61300	2.2
Median	32000	33500	35050	36600	38200	39850	41450	43050	44650	47800	52250	56150	59400	61900	63700	64900	65700	66350	48800	2.2
Lower Quartile	29600	30850	32150	33400	34650	35900	37150	38400	39600	41850	44950	47550	49550	51050	52000	52600	52900	53050	39900	2.2
Lower Decile	27900	28700	29550	30350	31150	31950	32750	33500	34300	35750	37800	39600	41200	42500	43600	44450	45100	46000	34250	2.2
Mean	31850	33450	35100	36750	38450	40150	41900	43600	45350	48700	53400	57550	60900	63400	65150	66250	66850	67200	52050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	37100	39750	42600	46350	48250	52100	53250	54950	61700	70100	77000	81550	84750	82650	88250	93200	93450	75150	
Upper Quartile	32850	34650	36950	40150	41550	44850	46700	48850	51700	53850	61400	67550	71750	70500	66600	77500	77900	84000	61300	
Median	30650	32800	35150	38050	38650	40350	40500	43550	45700	48250	52300	54950	59750	60500	61550	63550	66150	70400	48800	
Lower Quartile	27450	30500	32750	34150	34800	37400	36450	41100	38800	41900	44700	45900	50500	47700	53450	54100	53050	53700	39900	
Lower Decile	25550	28500	28650	32600	31600	32900	33100	35200	34850	35650	36600	37850	41900	41900	45350	45350	46100	45300	34250	
Mean	30100	33000	35600	37450	38850	40650	42400	44750	45150	48550	53750	56950	60650	60950	63200	67100	67500	70350	52050	
Supporting Data																				
Total Number	56	80	84	82	118	150	153	140	141	419	332	263	207	166	210	119	83	163	2965	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	67450	78550	88700	96800	102250	105150	105950	105400	102550	96350	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63050	72500	80850	87300	91500	93600	94050	93450	90950	84050	2.2
Median	0	0	0	0	0	0	0	0	0	57550	65500	72300	77350	80500	81850	81950	81300	78950	74750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	51300	58500	64700	69400	72450	73950	74250	73800	71950	65450	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	47850	54300	59700	63600	65800	66600	66350	65600	63350	57100	2.2
Mean	0	0	0	0	0	0	0	0	0	57300	65800	73300	79100	82850	84750	85200	84700	82550	76500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73400	82800	84650	88500	101000	116100	99450	115850	103750	96350	
Upper Quartile	0	0	0	0	0	0	0	0	0	68700	72100	80950	82250	90500	97100	87650	102150	93100	84050	
Median	0	0	0	0	0	0	0	0	0	60750	66250	74200	74600	77950	79450	77000	80600	84450	74750	
Lower Quartile	0	0	0	0	0	0	0	0	0	52400	60450	68400	66000	68400	70300	70200	74450	77350	65450	
Lower Decile	0	0	0	0	0	0	0	0	0	49750	54200	63450	61050	64650	62650	62050	64250	68450	57100	
Mean	0	0	0	0	0	0	0	0	0	60150	67250	74450	74700	80100	85900	81500	85150	86200	76500	
Supporting Data																				
Total Number	0	0	0	1	1	2	2	2	7	26	38	52	47	32	35	37	18	47	347	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	35800	37950	40200	42500	44900	47300	49750	52250	54700	59550	66250	71800	75850	78400	79600	79800	79450	77850	66450	2.2
Upper Quartile	34100	35900	37700	39600	41500	43400	45350	47250	49150	52800	57800	62000	65150	67250	68500	69050	69100	68550	56000	2.2
Median	32300	33750	35200	36700	38200	39650	41100	42550	44000	46700	50400	53500	55900	57600	58700	59350	59650	59650	46600	2.2
Lower Quartile	29800	31050	32250	33500	34700	35900	37050	38200	39300	41400	44150	46300	47900	48950	49550	49850	49900	49700	38850	2.2
Lower Decile	27800	28650	29500	30350	31200	32000	32800	33550	34300	35650	37500	39000	40150	41000	41600	41950	42200	42400	33900	2.2
Mean	32150	33650	35250	36800	38400	39950	41550	43100	44600	47550	51500	54750	57200	58900	59900	60350	60500	60250	48800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	33750	37100	39750	42300	46200	48000	51850	53100	54350	60050	67450	68750	74800	77050	70850	79850	86500	87600	66450	
Upper Quartile	32850	34650	36950	40100	41100	44650	46550	48700	51000	52700	58850	59700	64300	63550	63100	71400	70300	77250	56000	
Median	30650	32800	35150	38050	38600	40300	40450	43450	44200	47700	51300	50850	55100	52100	60800	55650	62350	64150	46600	
Lower Quartile	27450	30500	32750	34100	34800	37300	36350	41050	38650	41750	43900	45150	46000	45400	51950	50000	51850	50900	38850	
Lower Decile	25550	28500	28650	32600	31600	32850	33100	35150	34800	35500	35850	37300	40000	41350	44800	43450	44700	39650	33900	
Mean	30100	33000	35600	37350	38650	40550	42300	44550	44400	47750	51950	52650	56500	56350	58700	60450	62500	63850	48800	
Supporting Data																				
Total Number	56	80	84	82	117	149	151	138	134	393	294	211	160	134	175	81	65	116	2618	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

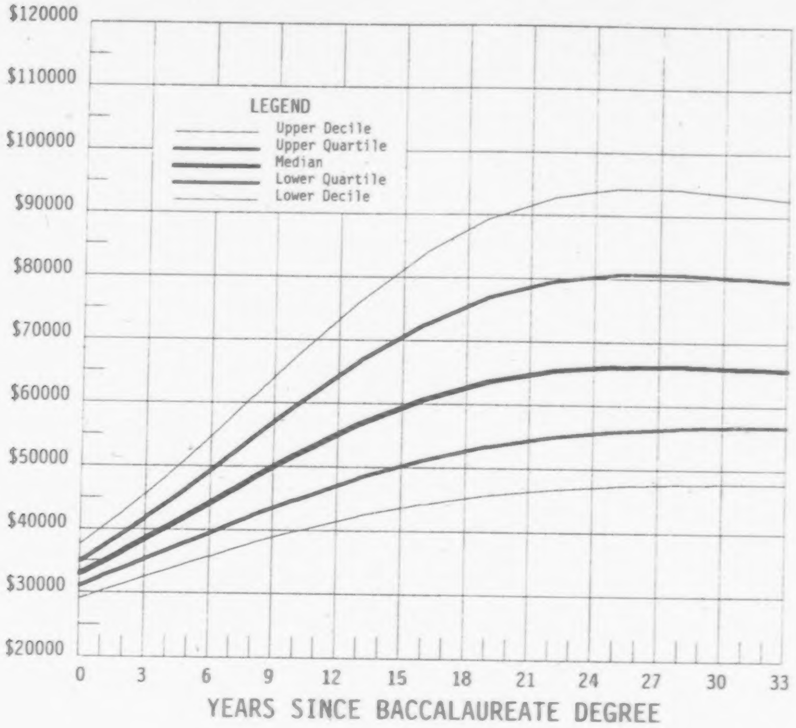
1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	43300	46050	48900	51850	54850	57950	64350	73900	82800	90300	96050	99900	102050	102950	102750	92800	2.2
Upper Quartile	0	0	0	41600	43850	46200	48550	51000	53450	58450	65850	72750	78700	83550	87100	89550	91050	92400	76000	2.2
Median	0	0	0	39050	41100	43200	45350	47500	49700	54150	60700	66700	71850	76000	79050	81150	82450	83600	63900	2.2
Lower Quartile	0	0	0	33900	35850	37850	39850	41950	44000	48200	54250	59650	64000	67200	69250	70300	70700	70400	52750	2.2
Lower Decile	0	0	0	30450	32150	33950	35750	37550	39400	43000	48050	52300	55550	57650	58800	59150	59000	58050	40100	2.2
Mean	0	0	0	37950	40100	42300	44550	46850	49200	53950	60900	67300	72700	76900	79850	81700	82700	83250	65450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	42350	44750	49900	51400	59650	58350	66950	75950	84950	78900	93300	111900	96150	108400	106800	92800	
Upper Quartile	0	0	0	39100	40900	48400	49450	56750	55150	63000	63850	74900	67500	87050	94100	88950	96700	96000	76000	
Median	0	0	0	36600	39200	44850	47100	54200	51400	56550	60500	64850	66150	73650	77850	83550	89400	87750	63900	
Lower Quartile	0	0	0	33600	37300	38450	31100	44900	46150	49200	57400	55700	64800	59900	70150	63850	66650	74700	52750	
Lower Decile	0	0	0	31450	33850	34900	29250	40150	40250	39800	48500	53000	63600	46000	58150	60750	49000	59050	40100	
Mean	0	0	0	36650	39400	43900	41200	52150	50650	55450	61450	65950	68300	73150	82350	79350	84400	86850	65450	
Supporting Data																				
Total Number	0	2	5	12	15	22	10	24	25	66	50	50	86	28	44	26	11	67	544	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, WASHINGTON D.C. METROPOLITAN AREA, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	43400	46000	48700	51450	54300	57150	62950	71350	78900	84900	89200	91850	93050	93350	92450	82450	2.2
Upper Quartile	0	0	0	41750	44000	46250	48600	50950	53350	58050	64850	70900	75900	79600	82150	83600	84300	84450	65350	2.2
Median	0	0	0	39300	41300	43300	45350	47450	49500	53700	59700	65200	69850	73500	76200	77950	79050	80000	57150	2.2
Lower Quartile	0	0	0	34300	36050	37850	39700	41550	43450	47150	52550	57400	61400	64450	66600	67950	68700	69100	47200	2.2
Lower Decile	0	0	0	31150	32600	34050	35450	36900	38350	41150	45000	48400	51050	53050	54400	55200	55650	55800	38300	2.2
Mean	0	0	0	38250	40250	42300	44400	46550	48700	52950	59050	64500	69000	72400	74700	76050	76750	77000	58200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	42350	44750	49900	51400	59650	58500	65500	65200	74350	109200	84150	88700	0	0	96650	82450	
Upper Quartile	0	0	0	39100	40900	48400	49450	56750	55050	61500	62450	67300	62950	74400	76850	0	0	93550	65350	
Median	0	0	0	36600	39200	44850	47100	54200	50900	55450	59450	62100	58300	63300	73200	0	0	89700	57150	
Lower Quartile	0	0	0	33600	37300	38450	31100	44900	45400	48600	56900	54800	52350	55200	61600	0	0	77100	47200	
Lower Decile	0	0	0	31450	33850	34900	29250	40150	40100	39600	47750	48250	50950	44500	57050	0	0	57500	38300	
Mean	0	0	0	36650	39400	43900	41200	52150	50350	54350	57950	61350	65800	64900	72950	0	0	82800	58200	
Supporting Data																				
Total Number	0	2	5	12	15	22	10	24	23	61	42	40	11	20	25	9	6	35	363	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

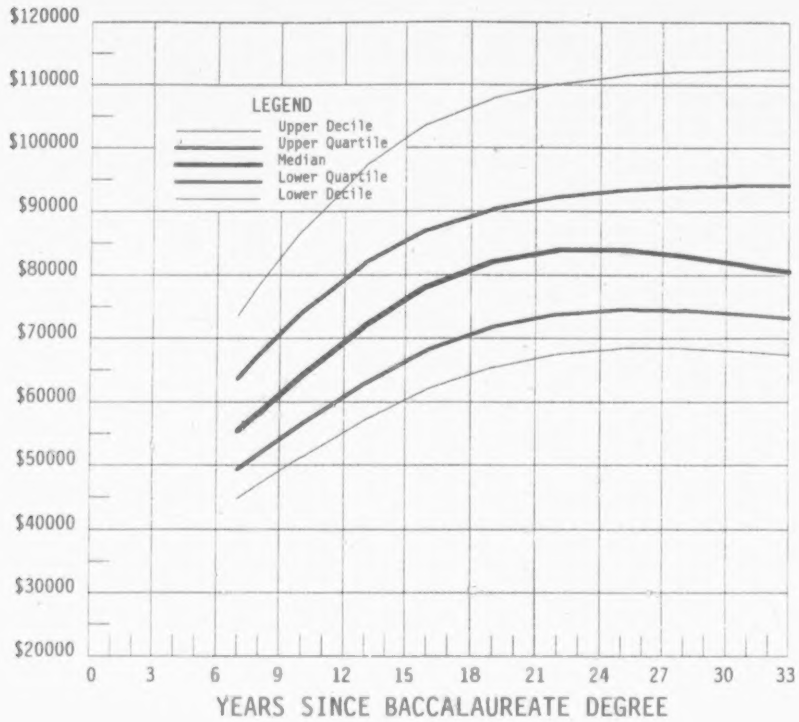
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37650	40200	42850	45650	48550	51550	54650	57750	60950	67300	76250	[illegible]850	89400	92750	94200	94150	93300	90600	80650	2.2
Upper Quartile	34900	37100	39400	41800	44250	46750	49300	51900	54500	59600	66700	72600	76900	79500	80650	80700	80150	78200	66800	2.2
Median	32850	34650	36550	38450	40350	42300	44250	46200	48100	51800	56800	60750	63600	65350	66100	66250	65950	64800	54400	2.2
Lower Quartile	31050	32450	33850	35250	36700	38100	39500	40900	42250	44800	48300	51200	53400	54950	55950	56450	56700	56650	44300	2.2
Lower Decile	29050	30200	31350	32500	33600	34750	35800	36900	37900	39800	42350	44350	45800	46800	47400	47700	47800	47650	37200	2.2
Mean	33650	35500	37400	39300	41300	43300	45300	47250	49250	53100	58350	62750	66000	68200	69400	69850	69800	69050	57400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	40300	43650	45950	46500	50250	55250	61800	61000	68150	75400	81700	91900	90300	91700	90550	102100	94050	80650	
Upper Quartile	0	36900	39600	42450	44300	46250	48300	53500	54150	60300	67250	71000	79950	75100	77500	80250	85600	81900	66800	
Median	0	33850	36350	39250	39800	41050	44150	47350	48950	52100	57650	59700	63200	63700	63750	67700	68700	67000	54400	
Lower Quartile	0	32750	34550	34550	36950	38550	39150	42250	40800	45000	50300	47850	53950	51300	60350	56800	55600	56000	44300	
Lower Decile	0	32050	31050	32850	34800	33400	33700	38050	36500	41400	42450	44550	45200	43350	46900	48900	50650	48650	37200	
Mean	0	36050	38350	39900	40900	42350	44800	48600	48850	53400	59000	61250	67400	66000	68550	69900	72650	69850	57400	
Supporting Data																				
Total Number	27	59	52	75	97	112	138	149	185	525	437	325	263	209	269	148	96	124	3290	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0	5	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

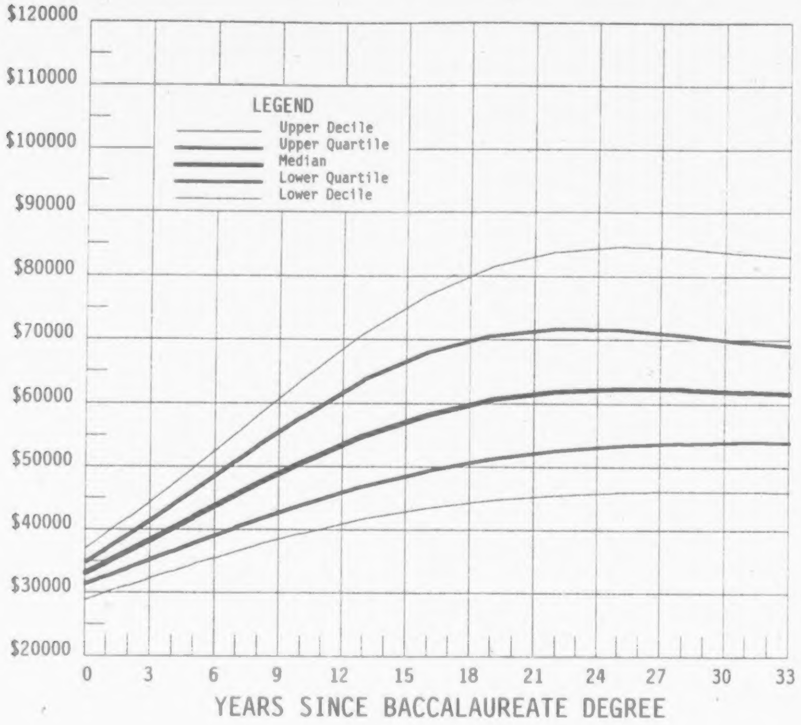
SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	73600	78450	87100	97100	103700	107850	110200	111500	112150	112400	112550	106000	5.4
Upper Quartile	0	0	0	0	0	0	0	63600	67450	74150	81900	87100	90350	92250	93300	93850	94100	94200	88350	5.2
Median	0	0	0	0	0	0	0	55300	58300	64100	72000	78200	82150	83950	84000	83000	81450	77900	76000	2.2
Lower Quartile	0	0	0	0	0	0	0	49350	51750	56450	62900	68100	71800	73850	74600	74450	73750	71700	66750	2.2
Lower Decile	0	0	0	0	0	0	0	44800	47000	51250	57200	62000	65500	67600	68450	68450	67950	66300	58050	2.2
Mean	0	0	0	0	0	0	0	55950	59150	65500	74300	81200	85650	87550	87450	86150	84250	80100	79200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	96900	72150	81000	104550	99500	114350	110650	112600	105400	118800	106700	106000	
Upper Quartile	0	0	0	0	0	0	0	67400	64000	73350	84700	83100	95100	93000	92850	89500	98150	92550	88350	
Median	0	0	0	0	0	0	0	61200	59000	65900	73600	75350	81600	78800	85000	78050	87100	85200	76000	
Lower Quartile	0	0	0	0	0	0	0	52450	55100	58100	63100	69700	69450	67700	73700	72600	77750	80350	66750	
Lower Decile	0	0	0	0	0	0	0	50450	49900	52250	57100	62800	63900	62550	68850	65600	69350	76100	58050	
Mean	0	0	0	0	0	0	0	64400	59850	66750	76600	78350	84700	82950	86300	82300	90500	87950	79200	
Supporting Data																				
Total Number	0	2	3	4	1	5	7	11	17	58	56	53	68	47	68	54	30	25	508	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN COMMUNICATION SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37000	39400	41850	44400	47050	49750	52500	55250	58050	63500	71000	77100	81350	83800	84650	84400	83550	81150	71350	2.2
Upper Quartile	34700	36850	39100	41400	43750	46100	48500	50900	53250	57750	63600	68000	70650	71750	71650	70800	69650	67000	62000	2.2
Median	33000	34750	36500	38300	40100	41900	43700	45500	47250	50550	54900	58250	60550	61850	62300	62250	61850	60650	51400	2.2
Lower Quartile	31300	32600	33900	35200	36500	37800	39050	40300	41500	43800	46900	49350	51250	52600	53400	53850	54050	54000	42800	2.2
Lower Decile	28950	30050	31200	32300	33400	34500	35550	36550	37550	39350	41700	43500	44750	45550	46000	46100	46100	45800	35900	2.2
Mean	33200	35000	36800	38650	40500	42350	44200	46050	47800	51250	55750	59250	61650	63050	63550	63500	63100	61900	53400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	39650	40900	45150	46400	48900	50750	60000	57600	63750	71300	77000	83350	81850	78250	82800	87900	88450	71350	
Upper Quartile	0	36450	38900	41900	44250	45700	47700	51600	52850	58400	65000	67100	70350	70350	67100	71300	70550	72950	62000	
Median	0	33800	35950	38950	39800	40800	43550	46550	48400	51150	56100	55900	58500	61050	62100	61700	61550	64650	51400	
Lower Quartile	0	32700	34450	34200	36900	38450	39000	42000	40350	43700	48750	46650	51100	49300	57300	53900	53650	53900	42800	
Lower Decile	0	32050	30850	32800	34800	33350	33600	35850	35900	41200	41950	44250	43500	42450	45650	46000	48300	47600	35900	
Mean	0	35000	36250	38950	40650	41750	43750	47400	47800	51750	56450	57950	61300	61100	62550	62800	64550	65250	53400	
Supporting Data																				
— Total Number	27	57	49	71	97	108	131	138	168	467	381	272	194	162	201	94	66	99	2782	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	36750	39050	41500	44000	46600	49300	52000	54750	57500	62900	70450	76650	81100	83750	84850	84850	84150	82000	71600	2.2
Upper Quartile	34750	36850	39000	41200	43450	45750	48050	50350	52600	57000	62850	67500	70600	72250	72750	72450	71750	69750	61400	2.2
Median	32900	34600	36300	38100	39850	41650	43400	45150	46850	50050	54300	57650	59950	61300	61850	61850	61550	60450	50450	2.2
Lower Quartile	31400	32650	33850	35050	36250	37450	38650	39800	40900	43000	45850	48200	50000	51350	52250	52800	53100	53250	42100	2.2
Lower Decile	29000	30100	31200	32300	33350	34400	35400	36350	37300	39050	41200	42900	44050	44750	45100	45200	45150	44800	35500	2.2
Mean	33200	34900	36700	38500	40300	42100	43900	45700	47450	50750	55150	58600	61000	62450	63050	63050	62750	61700	52850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36400	39350	40450	44750	46650	49400	50900	56550	55800	63400	70050	79750	81850	79600	81050	88650	77350	90200	71600	
Upper Quartile	33800	36000	38000	42150	44750	45750	47700	50400	52600	57500	63050	68850	69350	69450	67550	79300	69550	76550	61400	
Median	32900	33700	35750	38850	39650	40550	43200	46600	47850	50600	54400	56200	59050	60550	61950	61650	60550	63650	50450	
Lower Quartile	29950	32650	34450	33950	36750	38250	38800	41750	39750	43200	45950	46400	50550	48650	56600	53450	52100	51800	42100	
Lower Decile	27150	32050	31450	32750	34750	33200	33450	35650	35650	40650	41300	44100	42800	42200	45150	45200	46750	46000	35500	
Mean	32250	34900	36400	38750	40950	41650	43700	46750	46750	51050	55350	58650	61050	59900	62700	64950	60500	64400	52850	
Supporting Data																				
Total Number	27	55	42	66	85	99	119	123	147	410	307	250	172	150	175	84	55	77	2443	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	67500	76550	88800	97450	101250	100600	97150	92500	0	0	91250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	61950	68800	77800	84100	87100	87200	85250	82350	0	0	81000	2.2
Median	0	0	0	0	0	0	0	0	57250	62800	69800	74600	76850	76950	75500	73350	0	0	71050	2.2
Lower Quartile	0	0	0	0	0	0	0	0	51350	56300	62600	67000	69150	69350	68250	66400	0	0	62600	2.2
Lower Decile	0	0	0	0	0	0	0	0	46000	50350	55950	59850	61900	62200	61350	59850	0	0	53900	2.2
Mean	0	0	0	0	0	0	0	0	57000	63100	71050	76550	79200	79250	77550	75050	0	0	72650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	66100	74800	94650	96500	107600	83850	106700	93450	0	0	91250	
Upper Quartile	0	0	0	0	0	0	0	0	62800	71450	79250	82700	84000	78150	89500	88150	0	0	81000	
Median	0	0	0	0	0	0	0	0	58200	65350	69050	75000	74700	68700	78900	78200	0	0	71050	
Lower Quartile	0	0	0	0	0	0	0	0	55000	56750	61600	68850	66100	64600	70650	69300	0	0	62600	
Lower Decile	0	0	0	0	0	0	0	0	49000	51000	53900	62300	60450	55350	66250	61450	0	0	53900	
Mean	0	0	0	0	0	0	0	0	58250	63900	71750	77250	77800	70150	82250	78450	0	0	72650	
Supporting Data																				
Total Number	0	0	0	2	1	3	5	6	11	39	36	46	36	26	25	25	9	10	280	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37250	39450	41700	44000	46350	48700	51100	53500	55850	60450	66550	71400	74700	76550	77200	77000	76400	74500	65850	2.2
Upper Quartile	35150	37100	39100	41100	43150	45200	47250	49250	51200	54850	59600	63100	65300	66250	66350	65850	65100	63200	58100	2.2
Median	33050	34700	36350	38000	39650	41300	42900	44450	46000	48800	52400	55000	56650	57400	57550	57250	56700	55450	48650	2.2
Lower Quartile	31650	32800	34000	35150	36300	37400	38500	39550	40550	42450	44950	46900	48350	49350	49950	50250	50350	50300	41200	2.2
Lower Decile	30150	30900	31700	32450	33150	33900	34600	35300	35950	37200	38850	40300	41500	42450	43200	43750	44150	44700	35100	2.2
Mean	33550	35150	36750	38400	40000	41600	43200	44750	46300	49150	52800	55700	57650	58850	59350	59400	59150	58350	50250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36400	39350	40450	44600	46550	48550	49700	56400	54750	61300	67250	70900	73450	77050	70600	82950	71100	84700	65850	
Upper Quartile	33800	36000	38000	41900	44700	45350	47200	49750	50950	55600	60200	61550	63250	67000	63450	65800	63850	69950	58100	
Median	32900	33700	35750	38650	39650	40400	42600	45000	47400	49800	52750	52900	55700	52850	61350	55050	55700	58950	48650	
Lower Quartile	29950	32650	34450	33850	36700	38200	38650	41650	39450	42850	45000	45700	47100	47200	53050	48950	51600	50650	41200	
Lower Decile	27150	32050	31450	32750	34750	33200	33400	35600	35500	38250	39300	37750	41700	41700	44700	43350	45400	44600	35100	
Mean	32250	34900	36400	38550	40750	41250	42850	46400	45750	49650	53200	54400	56600	57750	59450	59350	58150	61500	50250	
Supporting Data																				
Total Number	27	55	42	64	85	96	114	118	135	371	271	203	136	124	150	60	45	68	2163	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	55750	58850	61600	64600	67600	73500	81850	89150	94900	99000	1015[illegible]	102800	103200	102650	91450	2.2
Upper Quartile	0	0	0	0	50600	53200	55850	58500	61150	66350	73450	79350	83650	86350	87700	88050	87700	86200	77600	2.2
Median	0	0	0	0	43700	46100	48450	50900	53300	58000	64450	69750	73600	75900	76900	77000	76550	74850	66250	2.2
Lower Quartile	0	0	0	0	39950	41850	43800	45700	47600	51300	56300	60350	63350	65200	66150	66400	66200	65250	56500	2.2
Lower Decile	0	0	0	0	33600	35600	37600	39700	41750	45800	51300	55700	58700	60200	60550	60050	59200	57050	47500	2.2
Mean	0	0	0	0	45050	47400	49850	52300	54700	59450	66000	71450	75450	77950	79150	79450	79100	77650	68600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	73600	0	43500	60800	67600	67200	72000	75350	80850	77000	99750	98250	100500	102500	117500	99000	91450	
Upper Quartile	0	0	62000	0	42700	53000	61000	63000	62000	67250	72500	71100	87750	89050	88100	81650	98750	86250	77600	
Median	0	0	41000	0	41400	45500	47750	54500	53000	59350	65000	64650	76650	74000	74800	73350	86650	76000	66250	
Lower Quartile	0	0	38750	0	37500	42500	43250	45900	50500	52250	56550	57000	62500	63750	66150	66000	70000	65650	56500	
Lower Decile	0	0	20400	0	35400	40400	39650	44300	47000	47300	51500	49500	54650	59600	59850	60800	60400	62400	47500	
Mean	0	0	46250	0	40200	47550	51750	54700	56500	60350	66050	65150	77750	77700	78000	76700	87800	77800	68600	
Supporting Data																				
Total Number	0	3	10	9	12	14	19	24	34	94	112	60	70	46	84	62	38	38	730	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0	3	
Less Than $22000	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

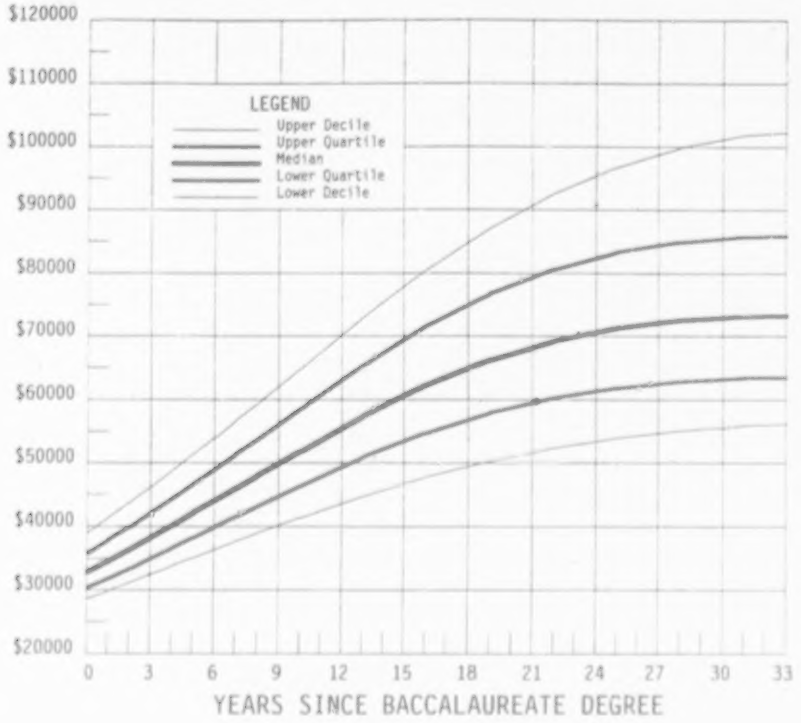
1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	90400	101100	107850	111700	113800	114900	115450	115700	115850	111700	4.8
Upper Quartile	0	0	0	0	0	0	0	0	0	82500	89750	93700	95750	96750	97250	97450	97550	97600	93400	5.4
Median	0	0	0	0	0	0	0	0	0	69450	76400	80950	83700	85300	86200	86650	86900	87050	82500	4.6
Lower Quartile	0	0	0	0	0	0	0	0	0	63850	70200	74250	76650	78050	78800	79200	79400	79500	73100	4.6
Lower Decile	0	0	0	0	0	0	0	0	0	54050	60350	65150	68500	70800	72200	73050	73550	73900	64750	4.0
Mean	0	0	0	0	0	0	0	0	0	71750	79450	84400	87350	89050	89950	90450	90700	90800	85150	4.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	83350	111250	0	118350	112500	110600	115000	125000	105000	111700	
Upper Quartile	0	0	0	0	0	0	0	0	0	80850	91250	0	98750	98750	92100	100000	106250	90000	93400	
Median	0	0	0	0	0	0	0	0	0	66000	79000	0	87500	92500	85500	78650	92500	85000	82500	
Lower Quartile	0	0	0	0	0	0	0	0	0	61000	73500	0	78000	86250	75500	74000	86250	80000	73100	
Lower Decile	0	0	0	0	0	0	0	0	0	54500	60400	0	67600	74000	69750	71200	80000	75200	64750	
Mean	0	0	0	0	0	0	0	0	0	68650	82400	0	91100	92800	86650	86700	98900	87100	85150	
Supporting Data																				
Total Number	0	2	3	2	0	2	2	3	5	17	19	7	31	17	39	27	17	14	208	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: COMMUNICATION SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	51550	54250	57000	59750	62500	67900	75350	81550	86200	89200	90750	91200	91000	89600	78300	2.2
Upper Quartile	0	0	0	0	46950	49600	52250	54900	57550	62600	69300	74400	77600	79050	79050	78200	76950	74050	69500	2.2
Median	0	0	0	0	43150	45450	47750	50000	52250	56500	61900	65900	68200	69000	68700	67750	66550	63900	61600	2.2
Lower Quartile	0	0	0	0	39350	41200	43000	44800	46600	49950	54400	57900	60300	61650	62200	62150	61750	60550	52200	2.2
Lower Decile	0	0	0	0	37000	38550	40100	41650	43150	45950	49750	52800	55050	56500	57250	57550	57500	56950	45400	2.2
Mean	0	0	0	0	43600	45850	48100	50300	52500	56750	62400	66750	69650	71150	71550	71200	70500	68550	62050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	43500	53900	64000	67200	66600	71600	74600	71950	84500	85750	92000	82500	110000	98000	78300	
Upper Quartile	0	0	0	0	42700	47750	58000	60000	59500	63850	69250	69600	78500	75000	75350	74000	95000	77000	69500	
Median	0	0	0	0	41400	44750	47000	53000	52250	58000	63200	63000	66000	66000	67200	66650	72000	66650	61600	
Lower Quartile	0	0	0	0	37500	42100	42500	45500	50100	50750	54900	55600	56750	61250	61500	62650	62000	64350	52200	
Lower Decile	0	0	0	0	35400	40100	39500	44150	46550	46700	50900	49100	49300	58250	56800	58650	58400	60800	45400	
Mean	0	0	0	0	40200	45500	49550	53150	55250	58500	62700	62500	67300	68800	70400	68700	78550	72450	62050	
Supporting Data																				
Total Number	0	2	7	7	12	12	17	21	29	77	93	53	39	29	45	34	21	24	522	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

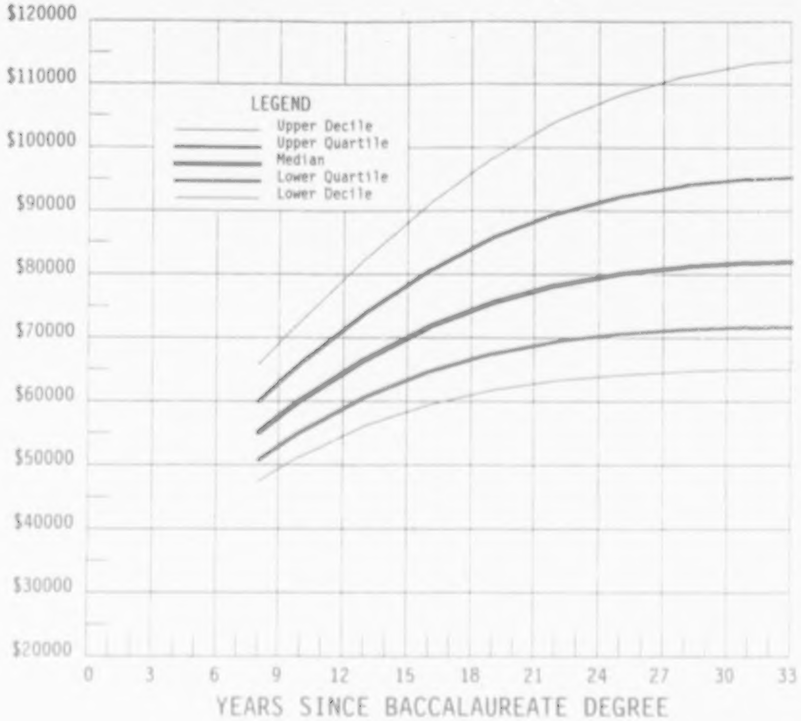
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	39000	41300	43700	46200	48750	51350	53950	56650	59350	64800	72850	80350	87000	92500	96800	99850	101850	103600	85550	3.6
Upper Quartile	35750	37800	39900	42050	44300	46600	48900	51300	53650	58450	65300	71500	76650	80600	83300	84950	85800	86200	71400	2.2
Median	32800	34550	36400	38250	40100	42050	44000	45950	47950	51800	57350	62200	66200	69200	71250	72500	73150	73450	57750	2.2
Lower Quartile	30300	31800	33350	34950	36550	38200	39850	41500	43150	46350	50850	54750	57900	60250	61850	62850	63400	63650	45050	2.2
Lower Decile	28600	29850	31200	32500	33800	35100	36400	37700	38950	41400	44750	47750	50300	52400	54000	55150	55950	56800	37350	3.2
Mean	33500	35250	37100	38950	40900	42850	44850	46850	48900	52900	58650	63850	68150	71500	73950	75500	76400	77150	60150	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40350	40850	45600	45450	48050	50400	53750	56550	59000	63550	74450	80750	89100	96900	97550	96900	99100	99900	85550	
Upper Quartile	36650	37400	41050	41900	44350	46200	48500	51050	53700	57550	65300	71250	77850	82750	84200	83400	86050	84900	71400	
Median	33300	34000	37000	38250	40400	42050	43650	45700	48550	51350	57500	61850	66200	70250	71600	71900	73350	73050	57750	
Lower Quartile	30000	31400	33800	35450	37000	38550	40250	41600	43500	46000	50300	54150	58000	61150	61400	62900	64450	63300	45050	
Lower Decile	28200	30050	30900	33350	34350	35250	36200	37600	39700	40950	44450	47350	50350	52400	54300	56900	58050	55150	37350	
Mean	34000	35100	38050	39100	41000	42700	44850	46650	49100	52150	58600	63350	68650	73250	74600	74700	76750	76200	60150	
Supporting Data																				
Total Number	223	309	402	445	429	441	397	446	409	1232	1211	1017	1061	1070	813	673	612	1109	12299	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	1	4	8	10	3	7	24	58	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

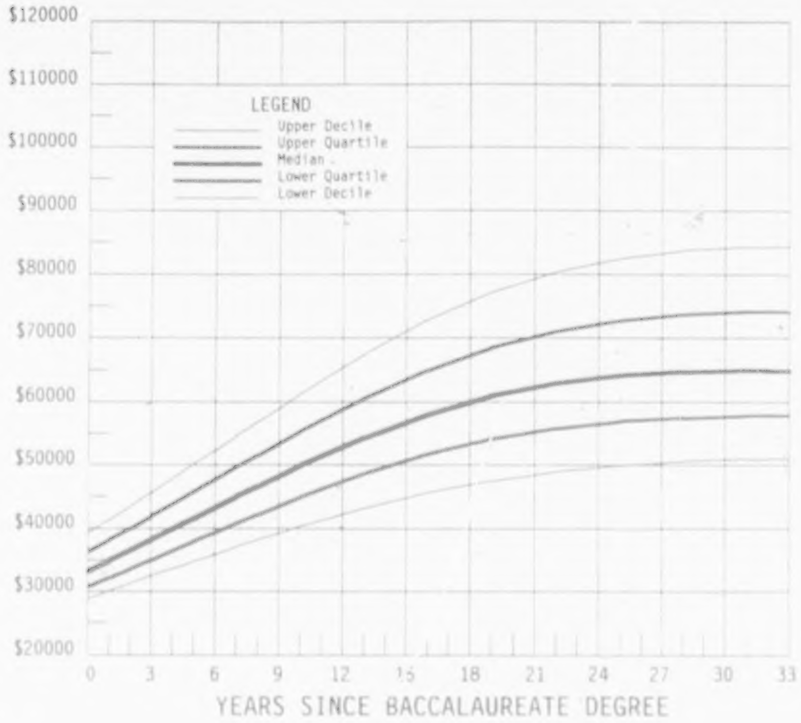
SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	65700	72600	82400	91150	98400	104100	108350	111350	113250	115000	102400	3.4
Upper Quartile	0	0	0	0	0	0	0	0	60000	65900	73850	80500	85750	89600	92300	94050	95100	95950	87800	3.8
Median	0	0	0	0	0	0	0	0	55000	60050	66550	71750	75550	78300	80100	81200	81850	82300	75200	4.0
Lower Quartile	0	0	0	0	0	0	0	0	50700	55100	60600	64700	67550	69450	70650	71350	71700	71950	65550	4.4
Lower Decile	0	0	0	0	0	0	0	0	47450	51350	56100	59500	61800	63300	64200	64750	65050	65200	59050	4.4
Mean	0	0	0	0	0	0	0	0	56000	61300	68350	74050	78350	81450	83500	84850	85650	86250	78600	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	75400	70800	82800	88900	96450	108600	111250	109300	110500	114800	102400	
Upper Quartile	0	0	0	0	0	0	0	0	64200	64400	74200	79100	85800	92250	93600	91950	93650	95700	87800	
Median	0	0	0	0	0	0	0	0	58000	59900	66100	71450	74950	78950	81850	80300	81150	82200	75200	
Lower Quartile	0	0	0	0	0	0	0	0	52900	55650	60650	63450	66650	69750	71750	71700	71050	72400	65550	
Lower Decile	0	0	0	0	0	0	0	0	50150	51000	56250	59150	61150	63450	64600	64500	64950	65650	59050	
Mean	0	0	0	0	0	0	0	0	60050	60550	68450	73200	77750	82800	85000	83400	84450	86600	78600	
Supporting Data																				
Total Number	0	1	3	9	7	20	21	32	43	192	339	374	449	533	392	331	343	495	3586	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	1	4	8	10	3	7	21	55	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CONSULTING & ENGINEERING SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41400	43500	45650	47850	50100	52350	54600	56850	61250	67450	72850	77200	80400	82500	83750	84350	84500	71850	2.2
Upper Quartile	36300	38150	40000	41900	43800	45750	47700	49650	51550	55300	60500	64950	68450	71000	72700	73650	74100	74200	61450	2.2
Median	33200	34850	36500	38200	39900	41600	43300	45000	46650	49900	54300	58000	60900	62900	64150	64800	65000	64850	50600	2.2
Lower Quartile	30700	32150	33550	35000	36450	37900	39350	40800	42200	44900	48600	51700	54100	55800	56900	57500	57800	57850	41600	2.2
Lower Decile	28950	30150	31300	32500	33650	34800	35950	37100	38200	40350	43200	45650	47550	49000	50000	50600	51000	51250	35700	2.2
Mean	33850	35450	37100	38800	40500	42200	43900	45600	47250	50500	55000	58800	61850	64050	65500	66400	66800	66950	52500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40350	40600	45400	45050	47550	49600	52300	54450	56800	61150	68400	71300	79950	80600	80750	80950	83250	85950	71850	
Upper Quartile	36650	37300	40950	41750	44150	45700	47700	49950	52450	55150	60650	63700	68800	70850	72300	72450	73300	75600	61450	
Median	33300	33950	37000	38200	40350	41850	43400	45100	47500	50100	54050	57050	60750	62600	63000	64750	65600	65800	50600	
Lower Quartile	30000	31400	33800	35450	36950	38450	40050	41350	43100	45100	47750	50600	53450	54800	56150	59250	59750	58250	41600	
Lower Decile	28200	30000	30900	33300	34300	35150	36050	37300	39250	40300	42900	43900	47150	48450	51250	53200	52300	50450	35700	
Mean	34000	34850	37850	38850	40700	42300	44150	45800	47850	50600	54800	57600	62000	63800	64900	66250	66900	67850	52500	
Supporting Data																				
Total Number	223	306	399	436	422	421	376	414	366	1040	872	643	612	537	421	342	269	614	8713	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	40250	42600	45050	47550	50150	52800	55500	58200	63700	71750	79050	85150	89800	93000	94950	95950	96300	81500	2.2
Upper Quartile	35350	37350	39350	41450	43600	45800	48000	50250	52500	57000	63500	69250	74050	77650	80150	81700	82500	82900	67900	2.2
Median	32600	34300	36050	37850	39650	41500	43400	45250	47100	50800	56000	60500	64200	66950	68800	69950	70500	70800	54700	2.2
Lower Quartile	30200	31650	33150	34650	36150	37700	39250	40750	42300	45300	49500	53200	56200	58550	60200	61300	61950	62550	42750	2.2
Lower Decile	28600	29800	31000	32200	33400	34600	35800	37000	38200	40500	43750	46650	49050	51000	52500	53600	54350	55250	35950	2.2
Mean	33000	34700	36500	38350	40200	42100	44000	45950	47900	51700	57200	62050	66100	69250	71450	72900	73700	74300	57250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39250	39250	43250	44450	47350	49400	53200	55850	58650	62400	72550	78800	86500	92050	93000	92400	97000	95250	81500	
Upper Quartile	35900	36750	39750	41200	43950	45450	48050	49600	53400	56250	63650	69150	75200	78250	81300	79700	83850	81950	67900	
Median	32850	33600	36300	37950	40050	41300	43600	44650	47850	50600	56200	59950	64150	67400	68900	69600	71250	70500	54700	
Lower Quartile	29700	31200	33150	35300	36550	37750	40150	41000	43150	45050	48650	52250	56500	59100	59950	61800	63650	61900	42750	
Lower Decile	28050	29750	30400	33250	34000	34400	35900	37200	39250	40250	43600	45450	48900	50450	53100	55850	56900	53750	35950	
Mean	33200	34050	36700	38650	40500	41750	44650	45750	48500	51000	57250	61450	66600	70000	71900	72450	74800	73500	57250	
Supporting Data																				
Total Number	198	277	306	358	334	312	281	316	270	806	811	622	656	620	482	412	412	731	8204	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	4	2	2	11	24	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60350	63650	70300	80150	89050	96350	101700	105050	106750	107250	106450	98100	2.2
Upper Quartile	0	0	0	0	0	0	0	55350	58250	64100	72450	79650	85050	88600	90350	90800	90450	88550	84500	2.2
Median	0	0	0	0	0	0	0	53300	55950	60750	66650	71050	74050	76000	77150	77750	78050	78200	73300	5.0
Lower Quartile	0	0	0	0	0	0	0	46450	51650	59400	64850	66350	66700	66750	66800	66800	66800	66800	64300	15.0
Lower Decile	0	0	0	0	0	0	0	42800	47600	54750	59700	61100	61450	61500	61500	61500	61500	61500	58000	15.0
Mean	0	0	0	0	0	0	0	51150	53800	59100	66600	73000	77800	80850	82300	82650	82250	80400	76250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	67900	67700	69200	81550	87950	95500	102250	101250	106350	107100	108550	98100	
Upper Quartile	0	0	0	0	0	0	0	64750	63000	63200	73650	79150	83850	87950	89450	87700	91250	90550	84500	
Median	0	0	0	0	0	0	0	59500	57750	59500	65400	71750	74050	75800	78750	75800	77550	79350	73300	
Lower Quartile	0	0	0	0	0	0	0	54250	52700	54300	60200	63350	65650	67450	68900	68950	68550	70150	64300	
Lower Decile	0	0	0	0	0	0	0	47150	50550	50450	55800	58100	60300	62150	63700	62300	63550	64600	58000	
Mean	0	0	0	0	0	0	0	59200	58750	58900	67600	73000	76450	79600	81500	80400	81500	83150	76250	
Supporting Data																				
Total Number	0	1	0	6	5	15	13	21	33	120	205	189	238	275	211	199	235	314	2080	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	4	2	2	9	22	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38350	40400	42450	44600	46750	48950	51200	53400	55650	60000	66150	71500	75800	78950	81050	82250	82850	82950	69650	2.2
Upper Quartile	35800	37550	39400	41250	43150	45050	46950	48850	50750	54400	59450	63800	67200	69650	71250	72150	72600	72600	59600	2.2
Median	32900	34500	36100	37750	39400	41050	42700	44350	46000	49150	53450	57050	59850	61850	63150	63850	64150	64100	48650	2.2
Lower Quartile	30500	31850	33250	34650	36050	37450	38850	40200	41550	44150	47650	50600	52900	54550	55650	56250	56550	56650	40000	2.2
Lower Decile	28800	29900	31050	32200	33300	34450	35550	36650	37700	39750	42500	44800	46650	48000	48950	49600	49950	50250	34550	2.2
Mean	33300	34900	36500	38150	39800	41500	43150	44800	46450	49600	54000	57750	60700	62850	64300	65150	65550	65750	50800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	39250	39200	43250	44250	46950	48900	51750	52600	56250	59500	67000	69700	78350	78800	81900	79550	81300	83600	69650	
Upper Quartile	35900	36700	39750	41150	43800	45000	47200	48700	51800	54250	59550	62650	67450	69350	71850	71100	71800	73500	59600	
Median	32850	33550	36300	37950	39950	41150	43350	44100	46700	49350	52950	56050	60300	61250	62100	64250	65100	64650	48650	
Lower Quartile	29700	31200	33150	35300	36500	37650	40000	40600	42600	44300	46600	49850	52450	53150	55150	57950	58500	57050	40000	
Lower Decile	28050	29750	30400	33250	34000	34250	35700	37000	38650	39700	42200	42850	46450	47650	50550	52100	50750	49500	34550	
Mean	33200	34050	36700	38500	40150	41400	43900	44800	47050	49650	53750	56400	61050	62350	64500	65050	65850	66250	50800	
Supporting Data																				
Total Number	198	276	306	352	329	297	268	295	237	686	606	433	418	345	271	213	177	417	6124	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44550	47050	49650	52300	55050	57800	60650	66350	75000	83350	91100	97850	103450	107700	110750	113900	90800	3.2
Upper Quartile	0	0	41000	43250	45500	47850	50250	52600	55050	59850	66850	73400	79200	84050	87850	90650	92500	94300	75800	3.4
Median	0	0	37350	39350	41400	43450	45500	47500	49550	53500	59100	64100	68350	71750	74350	76200	77400	78550	61900	3.4
Lower Quartile	0	0	34150	36000	37900	39750	41600	43400	45200	48550	53100	56900	59900	62200	63850	65000	65650	66250	50000	3.6
Lower Decile	0	0	31950	33450	35000	36500	38000	39450	40850	43600	47300	50450	53000	55000	56500	57550	58200	58850	41650	3.4
Mean	0	0	38000	40050	42150	44250	46350	48500	50600	54750	60700	66050	70700	74500	77450	79650	81100	82650	64800	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48200	46250	49250	52400	53500	57500	59050	65450	76850	82400	91700	103250	105550	101450	105000	112700	90800	
Upper Quartile	0	0	44700	43200	45050	47400	48900	53200	53800	59000	67300	73100	81150	87550	87700	87250	89150	93000	75800	
Median	0	0	39700	39600	41450	42950	43700	48400	50050	52550	59700	63950	68950	73650	73850	74000	78000	77700	61900	
Lower Quartile	0	0	36250	36200	38200	40250	40600	43800	44350	47800	53150	57200	60400	63750	62950	63850	65350	66050	50000	
Lower Decile	0	0	33250	33700	36600	38000	36600	39500	40450	42550	47200	50400	53700	55950	56400	58500	59250	57000	41650	
Mean	0	0	41150	40150	42200	44300	44950	48700	50100	53850	61150	65750	71500	77150	77350	77250	79800	81850	64800	
Supporting Data																				
Total Number	19	24	88	82	90	120	110	120	129	392	368	365	371	398	281	208	148	312	3625	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	2	5	4	1	2	13	28	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71850	82100	91650	100000	106900	112300	116250	118950	121650	107800	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	65300	73850	81400	87650	92550	96200	98750	100400	101900	90550	3.4
Median	0	0	0	0	0	0	0	0	0	59000	66150	72250	77100	80800	83500	85300	86450	87500	77400	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54400	60550	65450	69150	71800	73600	74750	75400	76000	67000	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	51550	56800	60700	63500	65350	66550	67250	67650	67950	60450	4.0
Mean	0	0	0	0	0	0	0	0	0	60850	68500	75000	80250	84200	87050	88950	90200	91300	81050	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	73000	84000	88500	96300	112500	116000	112750	114000	122200	107800	
Upper Quartile	0	0	0	0	0	0	0	0	0	66100	76200	77500	87300	94850	98500	95200	96800	103900	90550	
Median	0	0	0	0	0	0	0	0	0	60200	67100	70200	75750	82500	85300	84800	84700	87500	77400	
Lower Quartile	0	0	0	0	0	0	0	0	0	57000	61550	63250	67350	72500	74550	75250	77400	75750	67000	
Lower Decile	0	0	0	0	0	0	0	0	0	52600	57200	60250	62100	65500	66900	67600	67800	68650	60450	
Mean	0	0	0	0	0	0	0	0	0	62400	70200	72350	78700	85700	88600	87050	88950	92750	81050	
Supporting Data																				
Total Number	0	2	2	2	1	4	5	11	8	65	122	171	199	230	148	103	86	156	1315	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	2	5	4	1	2	12	27	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44600	46800	49000	51300	53600	55900	58200	62750	69150	74800	79400	82850	85200	86650	87450	87850	74400	2.2
Upper Quartile	0	0	41450	43350	45300	47250	49200	51150	53050	56800	61950	66400	69900	72450	74150	75150	75650	75800	63450	2.2
Median	0	0	37750	39500	41200	42950	44700	46400	48100	51350	55750	59350	62100	64000	65100	65650	65800	65450	53750	2.2
Lower Quartile	0	0	34600	36150	37750	39300	40850	42400	43900	46800	50650	53800	56100	57650	58500	58850	58850	58450	45050	2.2
Lower Decile	0	0	32400	33650	34900	36100	37350	38550	39700	42000	45050	47650	49700	51250	52350	53050	53450	53750	39100	2.2
Mean	0	0	38400	40100	41850	43600	45350	47050	48800	52100	56650	60500	63500	65700	67100	67950	68300	68400	55600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	47900	45650	49300	50250	52850	56100	57650	62750	69600	76300	81400	83650	78550	84400	83500	92450	74400	
Upper Quartile	0	0	44600	42950	45100	46800	48550	52450	53150	56650	62300	66550	70000	72000	72200	72400	73500	79450	63450	
Median	0	0	39700	39400	41400	42800	43450	47450	49700	51200	55850	59250	61200	63850	63550	64900	64000	68000	53750	
Lower Quartile	0	0	36200	36150	38200	40100	40250	43350	44200	47000	50250	53350	54900	56800	57450	60500	59500	59450	45050	
Lower Decile	0	0	33200	33600	36600	37900	36500	38700	40550	41450	45050	46750	48750	50200	53050	55250	56400	53150	39100	
Mean	0	0	40800	39550	42200	43850	44650	48100	49150	52150	56650	59950	63150	65500	64850	67550	67150	70950	55600	
Supporting Data																				
Total Number	19	22	86	80	89	116	105	109	121	327	246	194	172	168	133	105	62	156	2310	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

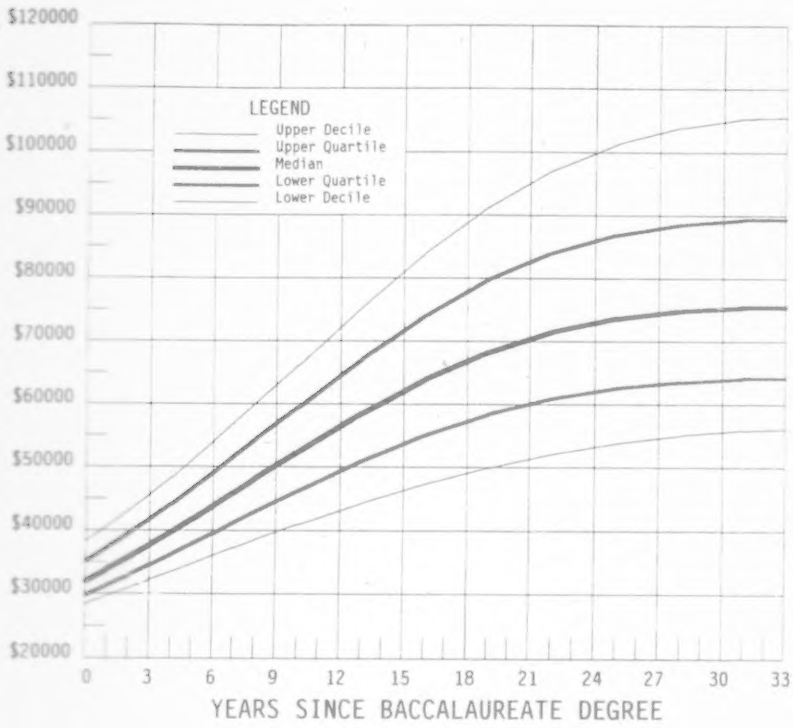
1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	62550	66400	74150	85250	94500	100950	104350	105150	104100	102200	97500	98100	2.2
Upper Quartile	0	0	0	0	0	0	0	55700	58850	65200	74250	81850	87350	90550	91750	91500	90450	87350	84300	2.2
Median	0	0	0	0	0	0	0	49750	52400	57700	65200	71550	76300	79250	80650	80850	80300	78300	73250	2.2
Lower Quartile	0	0	0	0	0	0	0	43700	45850	50150	56200	61350	65300	67900	69250	69750	69600	68500	60700	2.2
Lower Decile	0	0	0	0	0	0	0	40250	42050	45700	50800	55250	58700	61100	62600	63300	63450	63000	51200	2.2
Mean	0	0	0	0	0	0	0	50550	53300	58800	66600	73250	78250	81350	82800	83000	82500	80400	74300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64000	66000	73200	77800	106250	103750	104000	110000	99700	99800	98650	98100	
Upper Quartile	0	0	0	0	0	0	0	54500	62000	64650	73000	81900	87500	91650	93200	89800	91250	86900	84300	
Median	0	0	0	0	0	0	0	50000	53000	57350	64000	72000	77150	80000	81250	80350	79350	78550	73250	
Lower Quartile	0	0	0	0	0	0	0	45500	45500	49500	56000	59500	65000	68000	71500	72600	68000	67350	60700	
Lower Decile	0	0	0	0	0	0	0	41000	42500	45050	51900	53000	56550	64100	64000	62200	63350	62650	51200	
Mean	0	0	0	0	0	0	0	50600	53400	59550	64550	73200	77500	82300	84800	81850	83400	79600	74300	
Supporting Data																				
Total Number	6	8	8	5	5	9	6	10	10	34	32	30	34	52	50	53	52	65	470	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	3	0	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING & ENGINEERING SERVICES, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	68050	75550	81350	85050	86800	87000	86150	84850	81700	81600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	61900	68900	74400	78150	80100	80550	80100	79100	76550	75300	2.2
Median	0	0	0	0	0	0	0	0	0	54700	60750	65750	69400	71750	72850	73100	72850	71500	64500	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48450	53600	57900	61150	63300	64500	65000	64950	64200	54800	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	44050	48450	52350	55500	57900	59550	60550	61150	61500	47800	2.2
Mean	0	0	0	0	0	0	0	0	0	55750	61750	66650	70200	72250	73150	73200	72700	71100	65100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64000	0	67050	78000	77600	89650	84600	83250	81500	86650	83600	81600	
Upper Quartile	0	0	0	0	0	0	0	54500	0	62600	74650	66000	79600	81000	78350	77000	78500	78700	75300	
Median	0	0	0	0	0	0	0	50000	0	54500	62000	61000	72000	72800	70500	72650	72000	72500	64500	
Lower Quartile	0	0	0	0	0	0	0	45500	0	47750	54500	56000	59350	65350	66250	63200	65000	64550	54800	
Lower Decile	0	0	0	0	0	0	0	41000	0	44500	51500	45800	53600	58800	63400	60300	61600	61200	47800	
Mean	0	0	0	0	0	0	0	50600	0	56350	64150	60950	71250	72450	72250	71100	72550	72500	65100	
Supporting Data																				
Total Number	6	8	7	4	4	8	3	10	8	27	20	16	22	24	17	24	30	41	279	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

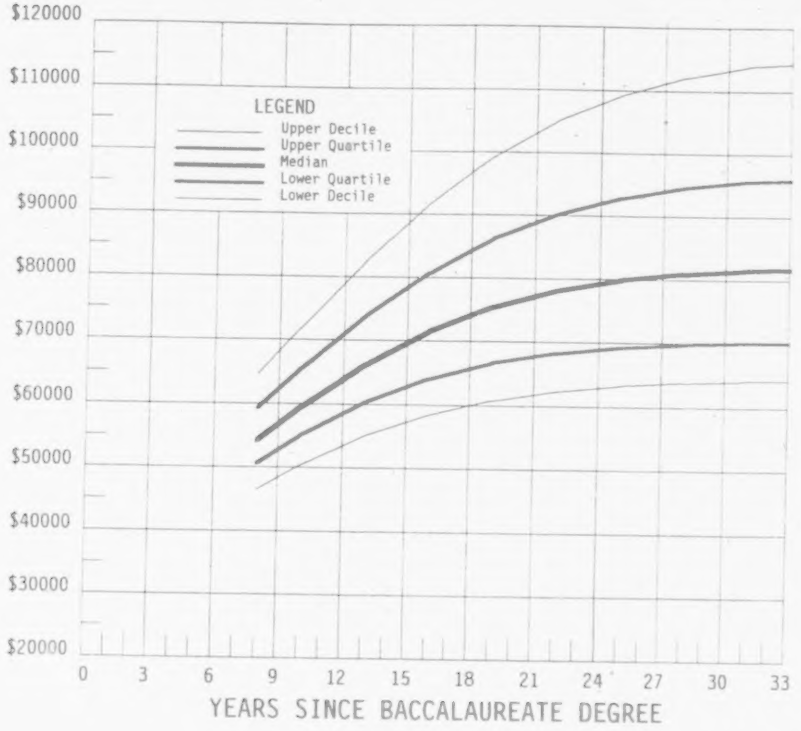
SALARY CURVES FOR ENGINEERS IN CONSULTING
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CONSULTING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38250	40600	43100	45650	48350	51150	54000	56950	60000	66100	75300	83850	91250	97100	101250	103900	105350	106150	88300	2.2
Upper Quartile	35150	37250	39500	41750	44150	46600	49100	51650	54250	59450	67050	73950	79700	84000	86900	88550	89350	89400	73350	2.2
Median	32000	33800	35700	37650	39700	41750	43850	45950	48100	52350	58450	63850	68250	71500	73650	74850	75400	75400	58050	2.2
Lower Quartile	29800	31300	32900	34550	36200	37850	39550	41250	42950	46250	50950	55050	58350	60850	62550	63550	64100	64300	44650	2.2
Lower Decile	28450	29700	30950	32200	33500	34750	36050	37300	38500	40950	44300	47350	49950	52100	53800	55050	55900	56750	36900	3.2
Mean	32850	34700	36600	38600	40600	42650	44800	46900	49050	53350	59600	65200	69850	73450	76000	77600	78450	79000	60950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37100	40700	46100	45600	49000	50700	54650	57100	59050	64900	76100	82150	91650	99600	100400	103550	105800	105800	88300	
Upper Quartile	34650	36700	41900	41500	44650	46750	49200	51500	54000	58650	66650	72750	81350	86150	86950	86800	90350	88600	73350	
Median	31800	33000	37050	37950	40400	42000	43800	45650	48650	51450	58350	62650	69700	72550	73550	74750	75500	74950	58050	
Lower Quartile	29250	30950	33750	34950	36450	38400	40400	41300	43200	45150	50550	54450	59550	61700	61650	64400	65350	63450	44650	
Lower Decile	27850	30000	31250	32900	33700	35000	36300	37150	39200	40250	44200	46250	50500	52800	53750	57400	58200	54650	36900	
Mean	32300	34400	38450	38800	41050	42800	45300	46700	49150	52350	59300	64050	71100	75150	76050	77300	79250	78050	60950	
Supporting Data																				
Total Number	129	173	263	278	269	303	252	287	262	795	761	651	645	685	493	389	352	697	7684	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	1	3	4	7	2	6	19	43	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

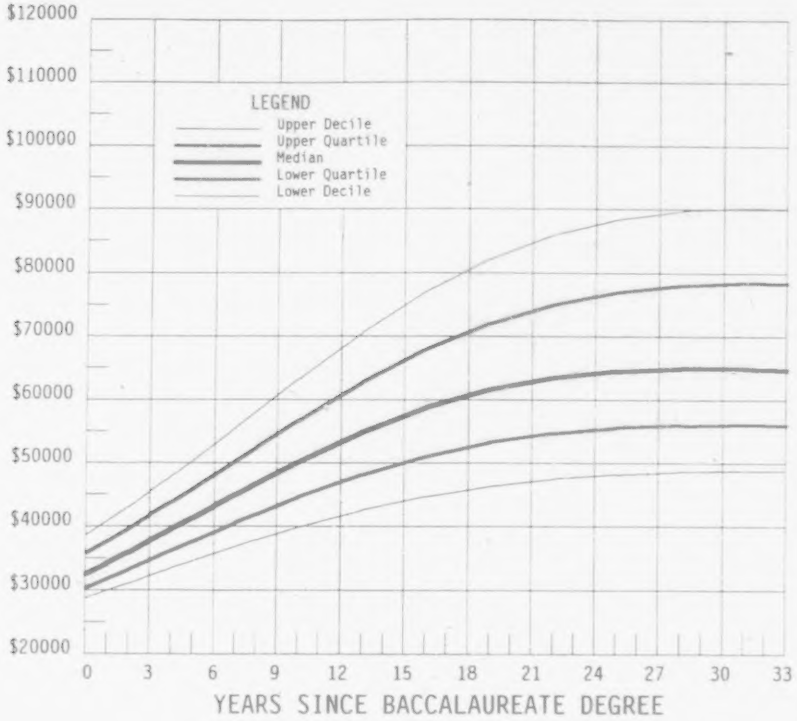
SALARY CURVES FOR ENGINEERS IN CONSULTING SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	64600	72000	82500	91700	99250	105100	109300	112150	113900	115450	104200	3.6
Upper Quartile	0	0	0	0	0	0	0	0	59250	65400	73750	80700	86150	90100	92850	94600	95650	96500	88300	3.8
Median	0	0	0	0	0	0	0	0	54150	59350	66100	71400	75350	78050	79850	80950	81550	82000	74850	4.0
Lower Quartile	0	0	0	0	0	0	0	0	50600	54950	60250	64050	66600	68250	69250	69800	70100	70250	65000	4.6
Lower Decile	0	0	0	0	0	0	0	0	46450	50300	55000	58400	60800	62350	63300	63900	64200	64350	59100	4.4
Mean	0	0	0	0	0	0	0	0	55350	60850	68050	73850	78150	81250	83250	84500	85250	85750	78750	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	77600	70200	83250	88600	97450	109100	111800	111050	112150	114900	104200	
Upper Quartile	0	0	0	0	0	0	0	0	65000	64450	73800	78350	86700	93050	93900	92600	94800	95900	88300	
Median	0	0	0	0	0	0	0	0	58650	60050	65000	70500	74850	79200	81850	79200	81400	81950	74850	
Lower Quartile	0	0	0	0	0	0	0	0	53500	56050	60150	62500	65450	68600	70300	70150	69000	71300	65000	
Lower Decile	0	0	0	0	0	0	0	0	50950	49750	54900	58250	60250	62300	63800	63500	64100	64950	59100	
Mean	0	0	0	0	0	0	0	0	61850	60300	67950	72500	77600	82550	84700	83150	84500	86150	78750	
Supporting Data																				
Total Number	0	3	2	4	2	10	11	14	26	125	233	272	322	390	271	243	240	362	2530	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	1	3	4	7	2	6	16	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN CONSULTING
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38550	40800	43100	45450	47900	50400	52950	55550	58100	63250	70600	77050	82200	86000	88400	89700	90200	89950	74350	2.2
Upper Quartile	35650	37600	39600	41700	43800	45900	48100	50250	52400	56700	62700	67900	72050	75050	77000	78050	78500	78350	60550	2.2
Median	32450	34150	35900	37700	39500	41300	43150	44950	46700	50150	54850	58700	61600	63450	64500	64900	64900	64250	49400	2.2
Lower Quartile	30350	31750	33200	34650	36150	37600	39050	40450	41850	44550	48150	51050	53250	54750	55600	56000	56100	55800	40850	2.2
Lower Decile	28800	29950	31100	32300	33450	34550	35700	36800	37850	39850	42500	44700	46350	47500	48250	48650	48800	48800	34950	2.2
Mean	33250	34950	36700	38450	40250	42100	43900	45750	47550	51050	55900	60000	63250	65500	66950	67700	68000	67850	52200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	37100	40100	45900	45500	48800	49800	53400	55400	57100	63150	71000	74900	84750	86550	85350	85900	88400	92900	74350	
Upper Quartile	34650	36500	41750	41450	44500	46200	48600	50600	52650	55950	62450	66050	75500	74650	74750	77250	77150	80050	60550	
Median	31800	32900	37000	37850	40350	41800	43600	45150	47450	50050	54150	56700	63400	62900	62450	65100	65850	65550	49400	
Lower Quartile	29250	30950	33750	34950	36450	38250	40200	41100	42750	44300	47650	49450	52850	53950	54600	58350	58000	56500	40850	
Lower Decile	27850	30000	31250	32850	33650	34900	36150	36950	38600	39700	42250	42400	46400	48000	49600	51200	50100	47900	34950	
Mean	32300	34000	38150	38600	40700	42400	44750	46100	47750	50850	55500	57950	64600	65300	65500	67650	67900	69300	52200	
Supporting Data																				
Total Number	129	170	261	274	267	293	241	273	236	670	528	379	323	295	222	146	112	335	5154	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CONSULTING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	37150	39500	42000	44600	47300	50100	53000	55950	58950	65050	74050	82250	89050	94050	97300	99050	99700	99200	85050	2.2
Upper Quartile	34650	36700	38900	41150	43450	45850	48300	50800	53300	58300	65550	72050	77300	81150	83650	85000	85500	85200	70550	2.2
Median	31750	33500	35350	37200	39150	41100	43100	45100	47100	51100	56800	61850	65900	68950	71000	72150	72750	72850	55400	2.2
Lower Quartile	29750	31150	32650	34150	35650	37200	38750	40300	41850	44900	49200	53050	56250	58800	60600	61850	62650	63400	42600	2.2
Lower Decile	28350	29500	30600	31800	32950	34100	35250	36400	37550	39800	43000	45950	48500	50650	52350	53650	54500	55450	35400	3.2
Mean	32350	34150	36000	37900	39850	41850	43900	45950	48000	52150	58050	63350	67750	71100	73400	74850	75600	76050	58450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36550	38550	43900	44350	48250	49500	53800	56450	58950	63550	74800	81450	89600	96250	95800	96600	100400	99650	85050	
Upper Quartile	34250	35900	40250	41100	43900	45700	48900	50450	54150	57600	64850	71250	79050	82050	84650	81750	87500	84800	70550	
Median	31350	32400	36150	37800	39600	41350	43850	44250	48350	50700	56000	60350	67900	68950	71300	72000	72800	72800	55400	
Lower Quartile	29050	30800	33100	34900	35600	37300	40450	40350	42950	43950	48000	52100	57950	59600	60000	63100	64500	62100	42600	
Lower Decile	27650	29650	30650	32850	32250	34250	35700	36800	38650	39450	42700	44100	49350	50400	52700	56450	57250	53500	35400	
Mean	31850	33400	36950	38400	40250	41700	45050	45750	48700	51150	57550	62300	69300	71950	73600	74100	76700	75450	58450	
Supporting Data																				
Total Number	116	151	188	220	197	206	164	188	159	482	462	364	378	393	296	254	266	492	4976	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	1	2	10	18	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	61900	69150	80050	90050	98250	104050	107450	108850	108900	107000	99950	2.2
Upper Quartile	0	0	0	0	0	0	0	0	56950	63150	72150	79950	85900	89650	91450	91750	91150	88700	86000	2.2
Median	0	0	0	0	0	0	0	0	50900	62550	71650	74400	75000	75100	75100	75150	75150	75150	73150	15.0
Lower Quartile	0	0	0	0	0	0	0	0	46950	56400	63550	65650	66100	66200	66200	66200	66200	66200	64250	15.0
Lower Decile	0	0	0	0	0	0	0	0	43100	46900	52250	56700	60050	62150	63250	63550	63350	62250	58500	2.2
Mean	0	0	0	0	0	0	0	0	52300	57750	65600	72350	77500	80800	82450	82800	82350	80400	76950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	72400	68400	82250	88750	96700	105400	103500	107250	107850	109800	99950	
Upper Quartile	0	0	0	0	0	0	0	0	63350	63200	73700	79900	84700	89850	90650	86500	91850	91100	86000	
Median	0	0	0	0	0	0	0	0	58400	60000	63650	71000	73500	75350	78850	75000	77350	79350	73150	
Lower Quartile	0	0	0	0	0	0	0	0	52700	54100	59050	62050	64550	66250	68050	68000	67450	69100	64250	
Lower Decile	0	0	0	0	0	0	0	0	51100	47400	52600	57300	59250	61300	62950	61550	62250	64350	58500	
Mean	0	0	0	0	0	0	0	0	59350	58450	66750	73050	76250	79750	81450	79600	81550	83200	76950	
Supporting Data																				
Total Number	0	1	0	2	1	5	4	11	18	74	123	125	163	198	149	152	178	250	1454	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2	1	2	8	16	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	37500	39700	42050	44400	46850	49400	51950	54550	57150	62300	69650	76050	81100	84650	86800	87800	88100	87400	73000	2.2
Upper Quartile	35050	36950	38950	41000	43100	45250	47400	49600	51750	56000	61950	67050	71000	73800	75550	76400	76650	76250	59100	2.2
Median	32100	33750	35450	37200	38950	40700	42450	44200	45950	49250	53800	57550	60400	62300	63400	63900	63950	63450	47800	2.2
Lower Quartile	30100	31450	32850	34200	35600	37000	38350	39700	41000	43550	46950	49800	51950	53450	54450	54950	55200	55100	39200	2.2
Lower Decile	28450	29550	30700	31800	32950	34050	35100	36200	37200	39150	41800	43950	45600	46800	47600	48100	48300	48450	33900	2.2
Mean	32700	34400	36100	37800	39600	41350	43150	44950	46700	50150	54900	58900	62050	64300	65700	66500	66800	66650	50800	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	36550	38300	43900	44400	48100	49300	52800	53850	57100	61950	69900	72850	84200	84750	86650	83000	87300	89450	73000	
Upper Quartile	34250	35850	40250	41150	43850	45400	48300	49400	52600	55100	61500	64650	74600	73900	75200	75350	75450	77000	59100	
Median	31350	32400	36150	37750	39550	41250	43700	43750	47050	49250	52600	55200	63000	61450	61450	64800	65800	64150	47800	
Lower Quartile	29050	30750	33100	34850	35600	37150	40300	40050	42400	43300	46000	48300	52150	52200	53900	57550	57100	55400	39200	
Lower Decile	27650	29650	30650	32800	32200	34200	35600	36600	38050	39000	41350	41400	46800	47500	48850	50700	48800	47350	33900	
Mean	31850	33350	36950	38350	39900	41450	44500	44900	47300	49850	54200	56650	64050	64000	65650	65900	66950	67400	50800	
Supporting Data																				
Total Number	116	150	188	218	196	201	160	177	141	408	339	239	215	195	147	102	88	242	3522	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
Less Than $22000	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	

1994 ENGINEERING SALARY STATISTICS: CONSULTING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44050	46600	49300	52050	54900	57650	60900	67100	76600	85850	94250	101450	107100	111250	114050	117200	92250	2.2
Upper Quartile	0	0	40550	42900	45300	47750	50250	52800	55350	60450	67900	74900	81100	86350	90550	93750	96000	98550	76500	3.0
Median	0	0	36550	38600	40700	42800	44950	47100	49250	53550	59700	65250	70100	74100	77250	79550	81150	82750	61200	3.2
Lower Quartile	0	0	33700	35550	37400	39300	41150	43000	44800	48300	53050	57100	60350	62900	64750	66050	66900	67700	48550	3.4
Lower Decile	0	0	31750	33200	34650	36100	37550	39000	40400	43100	46900	50150	52950	55150	56850	58100	58950	59800	40650	3.2
Mean	0	0	37600	39700	41800	44000	46150	48400	50600	54950	61300	67100	72150	76300	79650	82150	83900	85800	64550	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48800	46800	50500	54400	54850	58100	58900	66200	77650	82350	93050	105500	108550	111250	114600	110200	92250	
Upper Quartile	0	0	45350	43400	45650	47800	49250	53400	53750	59650	67950	73600	83150	88650	89400	93750	96500	96800	76500	
Median	0	0	39750	38250	41650	42850	43650	47300	49300	52550	60400	64200	70950	76000	75150	80850	82300	81600	61200	
Lower Quartile	0	0	36150	35350	38200	39950	40550	43050	43600	47000	53700	57350	61200	64450	63100	66350	67800	66200	48550	
Lower Decile	0	0	33600	33050	36600	38000	36750	37950	40200	41500	47800	49450	53600	56950	55900	59250	62400	57200	40650	
Mean	0	0	41600	39850	42550	44550	45450	48300	49850	53850	61850	65800	72950	78550	78650	82500	85450	84300	64550	
Supporting Data																				
Total Number	13	22	72	56	68	91	83	89	99	289	274	269	245	262	168	109	74	185	2468	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	2	2	3	1	2	9	20	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	70250	81100	91200	100100	107350	113000	117100	119850	122650	107900	3.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63750	72700	80750	87550	93000	97150	100050	102000	103950	90050	3.2
Median	0	0	0	0	0	0	0	0	0	57900	65350	71700	76850	80800	83650	85550	86800	87900	76600	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	53600	59750	64750	68500	71200	73000	74200	74900	75500	65750	3.6
Lower Decile	0	0	0	0	0	0	0	0	0	50750	55900	59750	62500	64350	65550	66250	66650	66950	60000	4.0
Mean	0	0	0	0	0	0	0	0	0	59650	67550	74350	79850	84050	87100	89200	90500	91700	80500	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71200	84400	87200	97050	111000	116650	115450	117900	122400	107900	
Upper Quartile	0	0	0	0	0	0	0	0	0	66000	75200	76150	87400	94100	99150	99250	101050	104850	90050	
Median	0	0	0	0	0	0	0	0	0	60000	66100	69150	76100	82000	85400	86750	84600	87700	76600	
Lower Quartile	0	0	0	0	0	0	0	0	0	56700	61000	62500	65950	72150	73800	75300	78000	75350	65750	
Lower Decile	0	0	0	0	0	0	0	0	0	51200	56900	59550	60950	64050	65700	66350	67600	68300	60000	
Mean	0	0	0	0	0	0	0	0	0	61800	69700	71350	78350	84550	88550	88650	91200	93100	80500	
Supporting Data																				
Total Number	0	2	1	2	0	4	4	3	7	46	100	138	151	171	100	71	54	103	957	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	0	2	2	3	1	2	8	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

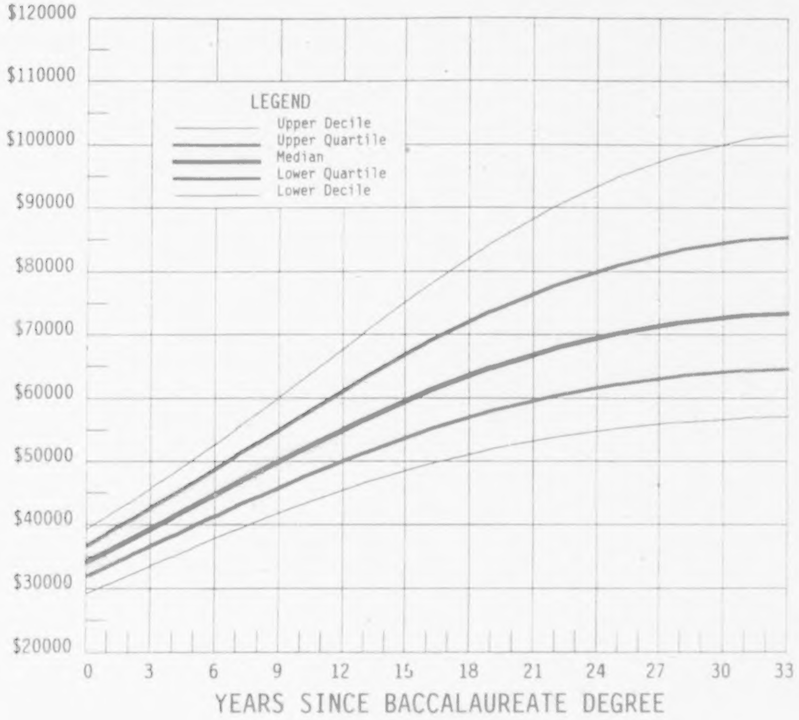
1994 ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44250	46600	49050	51500	54050	56600	59150	64200	71400	77800	83000	86850	89400	90850	91550	91650	75250	2.2
Upper Quartile	0	0	41150	43150	45150	47200	49300	51350	53450	57600	63550	68900	73400	77000	79650	81450	82600	83700	62000	2.2
Median	0	0	37050	38850	40650	42500	44350	46150	47950	51400	56000	59700	62450	64150	65050	65300	65200	64400	51800	2.2
Lower Quartile	0	0	34250	35800	37350	38900	40450	41950	43450	46300	50100	53100	55300	56750	57500	57750	57700	57150	43500	2.2
Lower Decile	0	0	32300	33550	34700	35900	37050	38200	39300	41400	44200	46450	48150	49350	50100	50550	50700	50700	38100	2.2
Mean	0	0	38050	39850	41650	43450	45300	47100	48900	52400	57200	61350	64600	67000	68550	69500	69900	70000	54500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	48450	46100	50500	51300	54250	56550	57200	63950	71850	78300	83800	88700	79200	93000	90000	96350	75250	
Upper Quartile	0	0	45150	42500	45650	47050	48900	52800	52850	57650	63350	68050	75650	75100	73200	83100	80000	89150	62000	
Median	0	0	39600	38000	41650	42600	43400	47000	48500	51100	56550	58650	62300	63850	62450	64000	65000	67200	51800	
Lower Quartile	0	0	36100	35200	38200	39800	40150	42900	43250	45850	50600	52250	53850	56600	56000	59500	60000	58300	43500	
Lower Decile	0	0	33550	32950	36600	37900	36650	37750	39650	40700	45150	44900	46200	50050	50600	51350	56000	50600	38100	
Mean	0	0	41100	38950	42550	44000	45100	47950	48450	52350	57400	59950	64300	67300	64050	71050	69900	73250	54500	
Supporting Data																				
Total Number	13	20	71	54	68	87	79	86	92	243	174	131	94	91	68	38	20	82	1511	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: CONSULTING, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	72800	83750	93450	101350	107400	111600	114250	115750	116800	99350	4.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64900	73450	80750	86550	90850	93750	95600	96600	97350	87500	4.2
Median	0	0	0	0	0	0	0	0	0	56200	63750	70600	76450	81100	84550	86900	88350	89550	75100	3.8
Lower Quartile	0	0	0	0	0	0	0	0	0	49300	55600	61550	66850	71400	75100	77950	79950	82150	59350	3.0
Lower Decile	0	0	0	0	0	0	0	0	0	45400	50750	55600	59850	63400	66200	68350	69850	71650	49150	2.8
Mean	0	0	0	0	0	0	0	0	0	58300	66050	72950	78700	83200	86450	88650	90000	91050	75450	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	64000	0	71200	78000	102500	106650	112500	113750	108750	145000	98350	99350	
Upper Quartile	0	0	0	0	0	0	0	54500	0	65350	71650	80850	89500	96900	93450	93750	98350	90000	87500	
Median	0	0	0	0	0	0	0	50000	0	53000	64500	74000	80000	83350	82100	85850	93350	84000	75100	
Lower Quartile	0	0	0	0	0	0	0	45500	0	48000	54900	59500	71000	72650	73650	78000	85000	78650	59350	
Lower Decile	0	0	0	0	0	0	0	41000	0	44400	51500	56800	56800	66000	63600	72800	64800	72000	49150	
Mean	0	0	0	0	0	0	0	50600	0	57850	64300	73900	80900	86900	86250	87100	96600	84100	75450	
Supporting Data																				
Total Number	0	0	3	2	4	6	5	10	4	24	25	18	22	30	29	26	12	20	240	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	0	5	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

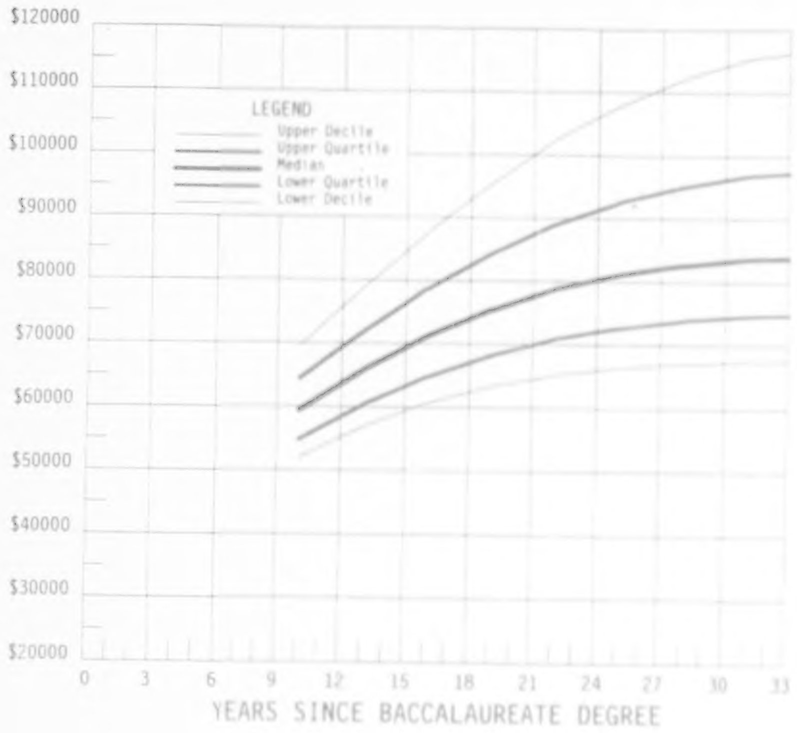
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES

Years Since B.S	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	39250	41300	43450	45700	48000	50300	52700	55150	57650	62700	70250	77600	84350	90200	94900	98450	100900	103250	82650	3.4
Upper Quartile	36700	38600	40600	42600	44600	46650	48750	50850	52950	57100	63150	68750	73650	77800	81000	83400	84950	86450	69600	3.4
Median	34050	35800	37550	39300	41100	42900	44700	46450	48250	51700	56600	61000	64800	67850	70200	71900	73050	74100	57600	3.4
Lower Quartile	31950	33450	35050	36600	38200	39750	41300	42850	44350	47300	51350	54950	57950	60350	62200	63500	64350	65150	45650	3.4
Lower Decile	29200	30650	32100	33550	35000	36400	37850	39200	40550	43150	46600	49550	51950	53850	55250	56250	56900	57550	38300	3.2
Mean	34350	36100	37850	39650	41450	43300	45150	47050	48900	52550	57900	62800	67050	70650	73400	75450	76800	78100	59600	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40350	40100	43300	45550	46850	50850	52900	54700	58150	61600	71300	78400	85050	93300	97450	94550	98850	100000	82650	
Upper Quartile	37950	37700	40100	42550	44250	45850	48250	50400	53450	56350	63900	70200	74550	79800	83950	81550	84700	81250	69600	
Median	34950	35400	37250	39200	40750	42350	43800	46000	48700	51300	57800	62000	64100	69550	71600	70600	73100	71400	57600	
Lower Quartile	32600	32900	34850	36700	38250	39300	40700	42550	44500	47350	51500	55400	57900	61800	62650	62650	64250	63600	45650	
Lower Decile	28950	30300	31400	34750	36200	36850	36900	39250	41200	43050	45850	49500	51250	53800	56600	57150	58600	56200	38300	
Mean	35150	35350	37450	39900	41350	43000	44800	46750	49200	52050	58550	63250	67000	72300	75400	73850	76550	75500	59600	
Supporting Data																				
Total Number	117	157	185	228	219	207	205	234	209	631	631	503	558	532	406	345	301	460	6128	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	7	2	4	12	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

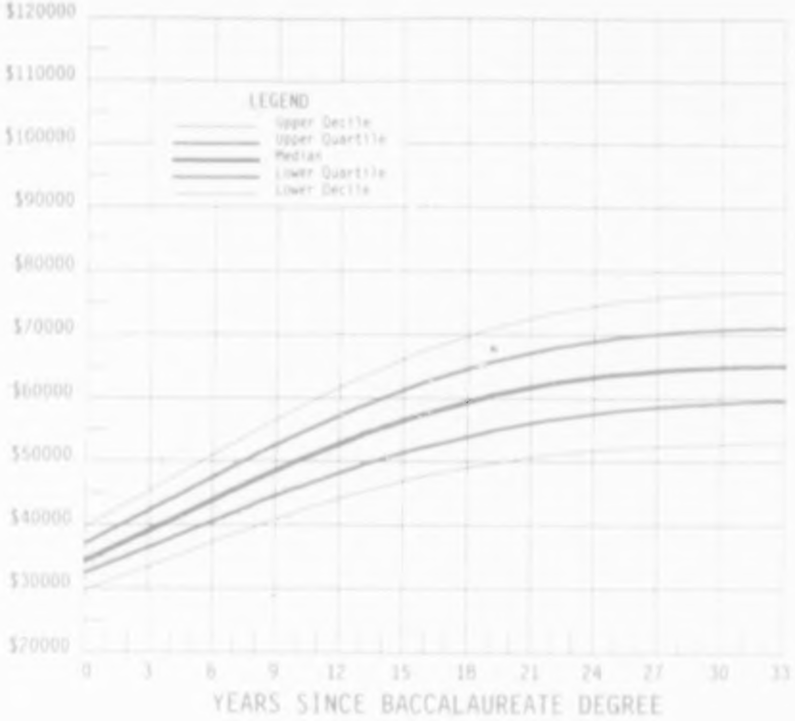
SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Total	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69600	78850	87600	95550	102350	107900	112200	115350	119050	101000	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	64350	71900	78650	84400	89000	92550	95100	96850	98750	86700	3.0
Median	0	0	0	0	0	0	0	0	0	59450	65800	71200	75453	78700	81050	82650	83650	84550	75250	3.4
Lower Quartile	0	0	0	0	0	0	0	0	0	54800	60300	64800	68300	70850	72700	73900	74650	75350	66050	3.4
Lower Decile	0	0	0	0	0	0	0	0	0	51850	56850	60700	63400	65200	66400	67100	67550	67800	59500	4.0
Mean	0	0	0	0	0	0	0	0	0	60350	67250	73250	78150	81950	84750	86750	88050	89350	78500	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68000	0	70850	79650	84400	93450	104300	111400	109000	114400	120850	101000	
Upper Quartile	0	0	0	0	0	0	0	64000	0	64500	72100	77100	83600	89550	93700	93450	95850	100950	86700	
Median	0	0	0	0	0	0	0	56000	0	59400	65900	70800	74700	78050	82750	82400	84400	84400	75250	
Lower Quartile	0	0	0	0	0	0	0	51000	0	55450	60900	63600	67300	70500	73800	74100	75650	75350	66050	
Lower Decile	0	0	0	0	0	0	0	48000	0	52100	57600	60150	62050	64350	66450	67300	69600	68850	59500	
Mean	0	0	0	0	0	0	0	57450	0	60550	67950	71900	77000	81850	86250	85250	88250	90950	78500	
Supporting Data																				
Total Number	0	0	1	4	5	12	14	20	16	87	194	213	253	280	206	148	142	175	1770	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	4	7	2	4	12	30	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ENGINEERING SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39750	41600	43450	45350	47250	49150	51050	52950	54800	58400	63350	67600	70950	73450	75150	76200	76750	77050	68050	2.2
Upper Quartile	37150	38850	40550	42300	44050	45800	47500	49250	50950	54200	58750	62600	65700	67950	69550	70500	71050	71400	60850	2.2
Median	34600	36050	37550	39100	40700	42300	43900	45500	47050	50050	54150	57600	60400	62400	63800	64650	65100	65350	50900	2.2
Lower Quartile	32450	33800	35150	36500	37900	39250	40600	41950	43300	45850	49350	52350	54800	56700	58050	58950	59500	60050	42250	2.2
Lower Decile	29750	31000	32250	33550	34800	36100	37350	38550	39750	42050	45150	47700	49650	51100	52050	52550	52850	52900	36850	2.2
Mean	34750	36300	37850	39400	41000	42550	44150	45700	47250	50200	54250	57700	60450	62450	63850	64750	65250	65550	51950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40350	40100	43350	45300	46650	50100	51400	52500	56700	59000	63850	66550	67050	73050	75750	75800	78050	78150	68050	
Upper Quartile	37950	37700	40100	42500	44100	45350	47300	49400	52600	54500	59350	62250	63400	67750	69250	70250	71600	72450	60850	
Median	34950	35400	37250	39200	40700	42200	43450	45450	48150	50300	54400	57150	59450	62450	63350	64600	65350	65850	50900	
Lower Quartile	32600	32900	34850	36750	38200	39300	40450	42250	44250	46750	48850	51450	53550	55250	58050	59900	60550	60700	42250	
Lower Decile	28950	30300	31400	34800	36150	36900	36700	38950	41050	42350	44500	47200	47450	48850	53400	54850	54400	53100	36850	
Mean	35150	35350	37450	39700	41150	42650	43850	45750	48400	50700	54350	56900	58750	61700	64200	65300	66050	66050	51950	
Supporting Data																				
Total Number	117	157	184	224	214	195	191	214	193	544	437	290	305	252	200	197	159	285	4354	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	38800	41000	43200	45500	47850	50200	52550	54900	57300	62000	68700	74850	80150	84500	87900	90350	91950	93500	76700	3.4
Upper Quartile	36500	38350	40300	42200	44150	46150	48100	50100	52050	55950	61450	66400	70650	74100	76700	78500	79700	80700	65550	3.6
Median	33900	35600	37300	39050	40750	42500	44200	45950	47600	50900	55450	59500	62900	65550	67550	68950	69850	70600	54000	3.6
Lower Quartile	31850	33300	34800	36300	37800	39250	40700	42150	43600	46150	50150	53500	56300	58600	60350	61600	62500	63350	42900	3.2
Lower Decile	29300	30550	31850	33100	34400	35700	36950	38250	39500	41900	45200	48050	50350	52100	53350	54200	54700	55150	36750	2.2
Mean	34150	35850	37600	39350	41100	42850	44650	46400	48150	51550	56400	60750	64500	67550	69900	71600	72700	73750	55900	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	40400	39700	42700	45650	46400	50500	52850	56050	58500	59950	70600	75850	81000	83950	88900	88950	94250	90150	76700	
Upper Quartile	37950	37450	39750	42200	44000	45400	47550	49200	53600	55200	62400	67450	71600	74750	78150	77100	79350	77200	65550	
Median	34900	35150	36950	38950	40550	41850	43650	45100	47950	50650	57050	60500	62400	66350	67600	68250	71000	68000	54000	
Lower Quartile	32500	32700	34450	36550	38150	38700	40300	41800	43900	46650	50250	53100	56200	59450	61050	61150	63450	61950	42900	
Lower Decile	28850	30100	30800	34500	35600	36300	36700	38350	40150	41650	45050	48050	46850	51050	54750	55650	56950	54250	36750	
Mean	35100	35050	37050	39800	40950	42300	44600	46150	48750	51000	57450	61200	64100	67800	70900	70850	72950	71850	55900	
Supporting Data																				
Total Number	113	185	144	178	161	143	144	159	137	394	413	299	324	279	219	181	167	268	3868	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	1	5	10	
Less Than $27000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60100	62900	68550	76850	84650	91450	97000	101250	104200	106150	108150	93850	2.2
Upper Quartile	0	0	0	0	0	0	0	57450	60100	65200	72000	77650	82050	85300	87650	89200	90200	91100	82350	3.4
Median	0	0	0	0	0	0	0	53300	55750	60250	66100	70650	74050	76450	78050	79050	79650	80150	73550	3.8
Lower Quartile	0	0	0	0	0	0	0	48950	51100	55150	60350	64450	67500	69650	71100	72000	72550	73000	64300	3.8
Lower Decile	0	0	0	0	0	0	0	45500	47650	51600	56450	60050	62550	64200	65250	65850	66200	66400	57250	4.2
Mean	0	0	0	0	0	0	0	53400	55900	60650	67000	72250	76300	79250	81350	82750	83600	84300	75300	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	57600	0	71700	67000	69900	79050	83450	89850	93500	96900	98350	109750	117700	93850	
Upper Quartile	0	0	0	0	0	54500	0	66650	62500	62750	72450	76900	81750	83100	87400	88200	92900	93550	82350	
Median	0	0	0	0	0	49000	0	60000	56650	58350	65400	71450	74500	75350	78450	78850	79250	81350	73550	
Lower Quartile	0	0	0	0	0	44000	0	53000	52600	54100	60800	63900	67150	68600	71000	72450	73300	74000	64300	
Lower Decile	0	0	0	0	0	39400	0	47300	48500	51550	57800	60200	61900	62900	65250	64800	68350	66550	57950	
Mean	0	0	0	0	0	48250	0	60100	58000	59000	67550	71700	75700	77850	81100	81300	84750	87450	75300	
Supporting Data																				
Total Number	0	0	0	4	4	12	9	12	15	51	111	98	112	121	95	70	77	88	879	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	1	5	10	
Less Than $27000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	39250	41050	42950	44800	46700	48600	50500	52350	54200	57750	62550	66600	69700	71950	73350	74150	74500	74450	66400	2.2
Upper Quartile	36800	38450	40150	41850	43600	45300	47000	48700	50400	53600	58000	61750	64850	66800	68700	69000	69450	69600	59200	2.2
Median	34200	35700	37250	38800	40350	41900	43500	45000	46550	49450	53450	56850	59500	61500	62850	63700	64150	64400	48950	2.2
Lower Quartile	32250	33550	34850	36200	37500	38800	40100	41400	42650	45100	48450	51350	53700	55550	56950	57850	58500	59100	40600	2.2
Lower Decile	29500	30700	31900	33100	34350	35500	36700	37850	39000	41150	44000	46400	48200	49550	50400	50900	51150	51200	35850	2.2
Mean	34450	35950	37450	39000	40550	42100	43600	45100	46600	49450	53350	56650	59250	61200	62500	63350	63750	64050	50250	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40400	39700	42700	45300	46150	48400	50550	51950	56950	58100	63250	65500	67450	71100	74650	74450	75000	75100	66400	
Upper Quartile	37950	37450	39750	42100	43800	44700	46700	48250	51950	53750	58800	61700	63150	66700	67450	69250	70350	69900	59200	
Median	34900	35150	36950	38950	40500	41550	43350	44600	47150	49650	53950	56750	58950	61000	62400	63750	64550	64700	48950	
Lower Quartile	32500	32700	34450	36600	38100	38600	40150	41550	43400	45850	48100	50750	52550	53950	57250	58300	60250	59750	40600	
Lower Decile	28850	30100	30800	34500	35550	36200	36500	38150	39600	41150	44000	45900	45950	47550	52150	53400	52000	51500	35850	
Mean	35100	35050	37050	39500	40700	41800	43550	45000	47600	49800	53750	56050	57950	60100	63100	64250	64750	64200	50250	
Supporting Data																				
Total Number	113	185	144	174	157	131	135	147	122	341	302	201	212	158	124	111	90	180	2989	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $27000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44000	46200	48450	50800	53200	55700	58250	63500	71700	80050	88200	95800	102500	108000	112150	117050	89900	3.0
Upper Quartile	0	0	41150	43750	45350	47500	49700	51900	54150	58650	65400	71800	77650	82700	86850	90050	92300	94600	74550	3.2
Median	0	0	38100	40000	41850	43750	45650	47550	49450	53150	58450	63200	67400	70850	73550	75550	76900	78350	61950	3.2
Lower Quartile	0	0	35650	37400	39100	40800	42500	44200	45850	49050	53400	57200	60350	62850	64700	66050	66900	67700	50550	3.4
Lower Decile	0	0	32950	34650	36300	37950	39550	41150	42650	45550	49350	52450	54850	56650	57950	58850	59400	59950	42600	3.4
Mean	0	0	38400	40300	42200	44150	46150	48100	50100	54100	59900	65300	70200	74300	77650	80150	81900	83700	64750	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	44950	44900	50200	50000	52250	54200	55550	62900	72950	80850	90050	99650	105950	100400	108200	113450	89900	
Upper Quartile	0	0	41450	43050	45100	46250	48950	51600	52800	57700	66100	73150	79350	86500	89600	85550	89150	89400	74550	
Median	0	0	38150	40750	41250	42850	44000	47900	50100	52100	59450	64100	67250	73150	75350	71750	76550	76200	61950	
Lower Quartile	0	0	36400	37100	38550	40750	41450	44800	45550	48400	53550	58750	60650	65050	64800	64000	64200	67150	50550	
Lower Decile	0	0	34450	36100	36900	38700	37200	42050	42500	45300	47900	53200	54600	58700	58050	59000	58400	58800	42600	
Mean	0	0	38950	40200	42250	43700	44700	48050	49500	53350	60600	66200	70600	77150	79250	76500	79850	81400	64750	
Supporting Data																				
Total Number	8	12	41	49	56	60	56	72	65	219	203	193	219	227	152	128	94	144	1996	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	3	1	2	7	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69250	78850	88250	97050	104900	111600	118900	120900	125750	107250	2.8
Upper Quartile	0	0	0	0	0	0	0	0	0	63500	71450	79000	85800	91650	96400	100150	103850	106050	90000	2.8
Median	0	0	0	0	0	0	0	0	0	58500	65250	71300	76450	80600	83800	86100	87700	89400	76700	3.0
Lower Quartile	0	0	0	0	0	0	0	0	0	54400	60150	65000	68850	71800	73950	75450	76450	77400	67150	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	51500	56850	61100	64200	66350	67800	68750	69300	69750	60650	3.6
Mean	0	0	0	0	0	0	0	0	0	59950	67200	73750	79350	83900	87400	90000	91750	93850	80750	3.0
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70800	81300	85000	93500	109600	115500	114600	117950	125000	107250	
Upper Quartile	0	0	0	0	0	0	0	0	0	65900	72600	76600	84650	93400	97900	97500	100550	108600	90000	
Median	0	0	0	0	0	0	0	0	0	60400	66800	69700	74400	81450	86900	85000	87800	89150	75700	
Lower Quartile	0	0	0	0	0	0	0	0	0	57400	61300	63350	67000	71700	76350	75500	79000	76650	67150	
Lower Decile	0	0	0	0	0	0	0	0	0	54950	57550	60200	61950	65700	68950	70000	72900	69700	60650	
Mean	0	0	0	0	0	0	0	0	0	62550	68950	71650	77350	84600	89600	88450	92000	95100	80750	
Supporting Data																				
Total Number	0	0	1	0	1	0	1	8	0	33	77	110	133	147	87	60	51	70	781	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	3	1	2	7	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

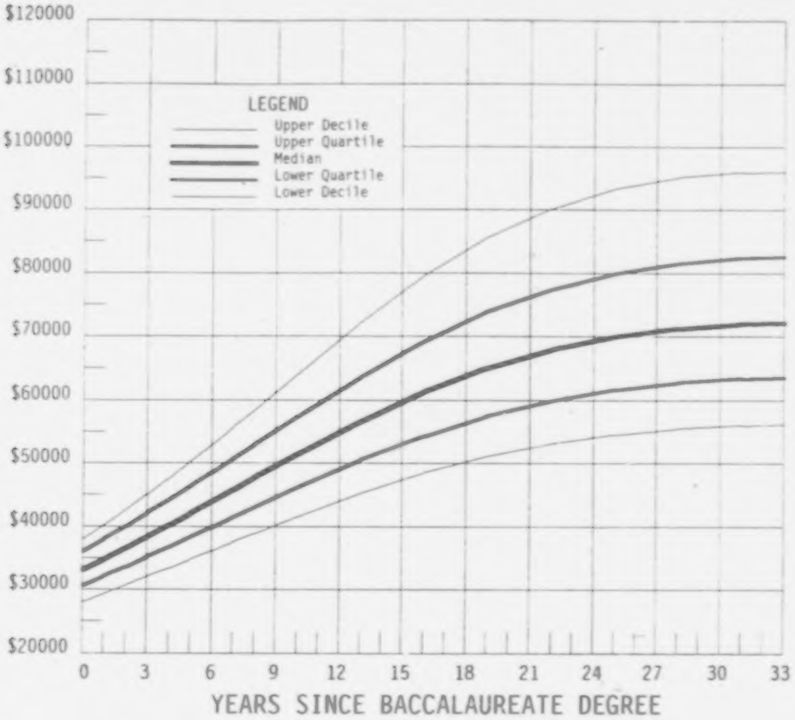
1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	44500	46350	48250	50100	52000	53850	55700	59300	64250	68550	72100	74750	76650	77950	78700	79400	69850	2.2
Upper Quartile	0	0	41650	43400	45100	46850	48600	50300	52000	55250	59750	63600	66750	69500	70750	71800	72400	72900	62200	2.2
Median	0	0	38400	40000	41600	43250	44850	46450	48000	51000	55150	58650	61450	63500	64900	65750	66200	66450	53150	2.2
Lower Quartile	0	0	35950	37400	38900	40350	41800	43250	44650	47350	51000	54050	56400	58100	59200	59850	60150	60250	45700	2.2
Lower Decile	0	0	33500	34900	36250	37650	39000	40350	41650	44100	47350	49950	51850	53100	53850	54150	54150	53850	40100	2.2
Mean	0	0	38750	40400	42000	43650	45250	46850	48450	51450	55600	59100	61850	63900	65250	66050	66500	66750	54450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45000	44900	50250	50000	52350	52900	55550	59500	63250	70250	68300	74200	77500	76200	79400	81350	69850	
Upper Quartile	0	0	41600	43050	45200	46250	48950	50850	52800	55500	60750	63400	63750	68900	70550	70150	71400	76200	62200	
Median	0	0	38300	40750	41150	42850	43750	47000	50100	51100	55150	58150	60300	64200	64500	65150	63400	68900	53150	
Lower Quartile	0	0	36350	37100	38500	40750	41300	44450	45550	47800	50300	53500	54900	58650	58400	60950	59000	61400	45700	
Lower Decile	0	0	34400	36100	36900	38700	37000	41800	42500	44850	45850	49000	50700	50500	54750	56900	56150	53600	40100	
Mean	0	0	39000	40200	42250	43700	44550	47400	49500	51750	55450	59000	60200	63400	65400	65950	65450	68450	54450	
Supporting Data																				
Total Number	4	11	40	49	55	60	55	64	65	186	126	83	86	80	65	68	43	74	1215	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENGINEERING SERVICES, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71350	81200	89750	96350	100700	102900	103550	103100	100850	98900	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	65200	73150	79700	84400	87100	88100	87950	87100	84550	83350	2.2
Median	0	0	0	0	0	0	0	0	0	55950	62150	67500	71700	74700	76500	77450	77750	77350	73000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	50850	56000	60350	63650	65950	67300	67900	68000	67500	62500	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45100	49800	53900	57200	59650	61250	62200	62650	62700	53950	2.2
Mean	0	0	0	0	0	0	0	0	0	58250	65050	70900	75350	78350	80000	80650	80600	79450	75050	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	72800	71000	84750	106250	103350	117500	99000	97500	101000	98900	
Upper Quartile	0	0	0	0	0	0	0	0	0	66000	66500	80600	86250	86250	94400	90000	84300	83350	83350	
Median	0	0	0	0	0	0	0	0	0	56000	59350	63350	75000	76000	79500	77600	77350	76000	73000	
Lower Quartile	0	0	0	0	0	0	0	0	0	50500	54100	59000	63000	66000	70750	69350	67350	66000	62500	
Lower Decile	0	0	0	0	0	0	0	0	0	43700	51500	53300	57000	59200	63350	61300	63000	62150	53950	
Mean	0	0	0	0	0	0	0	0	0	58950	60500	68250	77350	78700	86500	79600	79450	78300	75050	
Supporting Data																				
Total Number	0	0	0	1	2	4	3	3	7	18	15	11	15	26	35	36	40	48	264	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	3	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

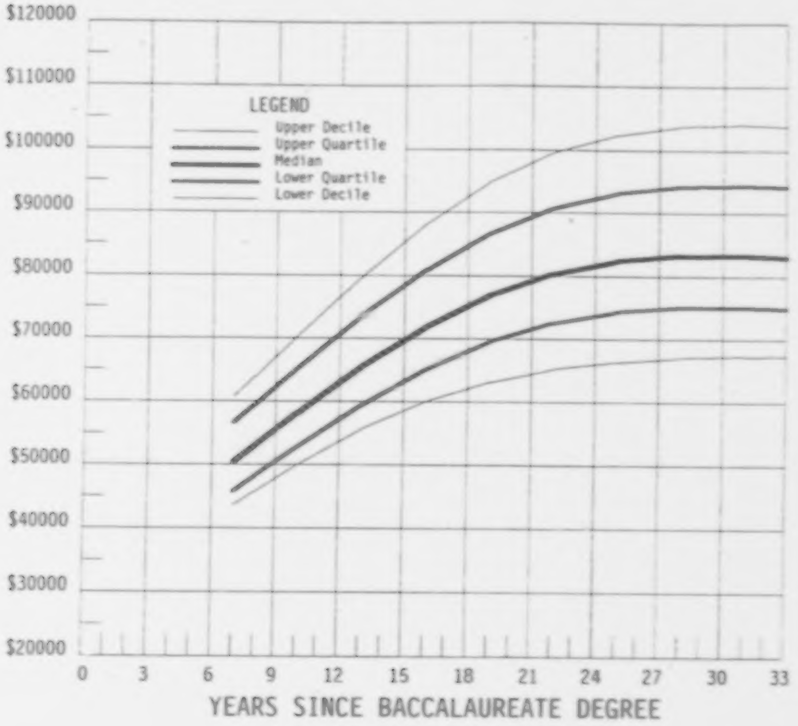
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37950	40250	42600	45050	47600	50250	52900	55650	58400	64000	72150	79500	85600	90200	93350	95150	96000	96150	83000	2.2
Upper Quartile	36050	38000	40000	42050	44150	46300	48500	50700	52900	57300	63550	69150	73850	77400	79900	81500	82400	83000	70350	2.2
Median	33050	34750	36500	38300	40150	42000	43900	45750	47650	51350	56600	61250	65050	67950	69950	71250	71950	72400	57250	2.2
Lower Quartile	30600	32100	33600	35150	36700	38300	39900	41450	43050	46150	50500	54300	57450	59900	61650	62800	63450	64050	44250	2.2
Lower Decile	28050	29350	30700	32050	33400	34800	36150	37550	38900	41550	45250	48450	51100	53150	54550	55500	56050	56550	36900	2.2
Mean	33200	34950	36750	38600	40500	42450	44400	46400	48350	52250	57850	62800	66900	70000	72150	73550	74300	74750	58950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	38900	42250	44000	46500	48800	52050	56900	57450	62650	74450	79450	89250	95050	92250	89700	93600	96550	83000	
Upper Quartile	37800	36650	38700	41400	43950	45000	48100	51400	53450	56800	64150	70050	76900	77350	79350	77500	83100	83300	70350	
Median	33500	33950	36400	38150	40050	42000	43400	46200	49900	50950	56750	61200	65550	68850	68500	68750	73350	72950	57250	
Lower Quartile	30400	32450	33200	35650	36900	38650	40350	41800	43700	45000	50450	53750	59050	61150	59600	62250	64600	63950	44250	
Lower Decile	27500	30650	29500	33000	32500	35550	37150	38500	41050	40400	45450	47000	52450	52850	53350	56050	57450	56350	36900	
Mean	33750	34550	36200	38550	40200	42050	44350	47250	48850	51300	58100	63150	68450	71500	70850	71200	74850	74900	58950	
Supporting Data																				
Total Number	83	88	92	119	131	105	112	114	80	294	287	232	232	235	214	186	186	333	3123	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	0	1	1	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

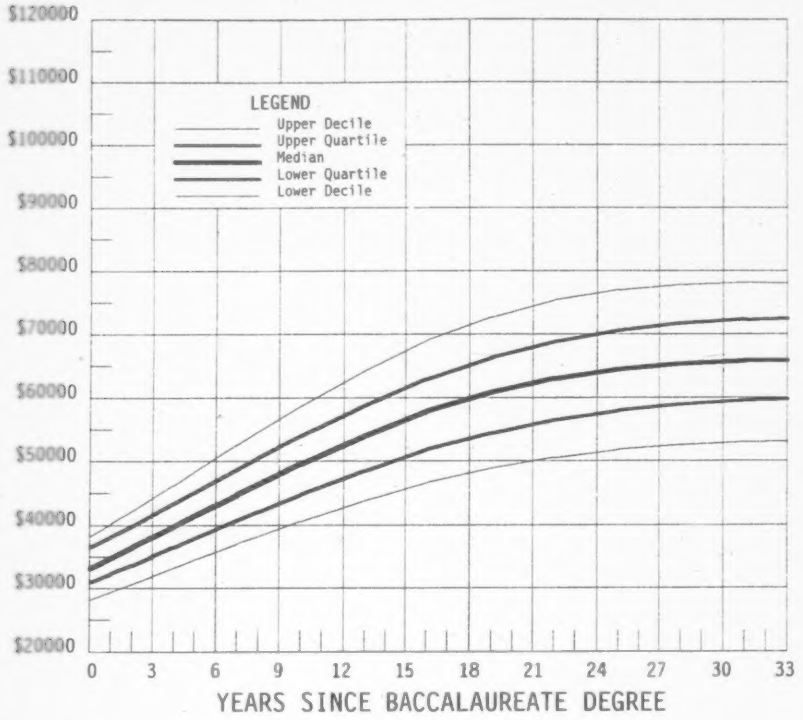
SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60650	63900	70350	79700	88100	94800	99550	102400	103750	104050	102950	97500	2.2
Upper Quartile	0	0	0	0	0	0	0	56550	59450	65200	73550	80850	86600	90700	93100	94200	94400	93400	87400	2.2
Median	0	0	0	0	0	0	0	50450	53000	58100	65450	71850	76850	80350	82350	83250	83300	82300	76100	2.2
Lower Quartile	0	0	0	0	0	0	0	45850	48200	52800	59350	65100	69550	72600	74350	75100	75100	74150	65450	2.2
Lower Decile	0	0	0	0	0	0	0	43500	45750	50000	55600	60000	63100	65200	66400	67050	67350	67450	55750	5.2
Mean	0	0	0	0	0	0	0	51200	53900	59200	66850	73600	78850	82500	84550	85400	85450	84300	77300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	68900	61400	68950	80850	89600	92200	105900	98450	98050	98250	108150	97500	
Upper Quartile	0	0	0	0	0	0	0	63000	58250	62300	76100	80350	86300	93400	92450	88950	91550	96150	87400	
Median	0	0	0	0	0	0	0	55550	54600	57350	67050	72300	76150	78400	81800	79100	83200	85100	76100	
Lower Quartile	0	0	0	0	0	0	0	53700	51650	52250	60300	64950	68200	70650	74000	71050	76900	76250	65450	
Lower Decile	0	0	0	0	0	0	0	47050	50250	49500	52700	60450	63100	65200	63450	63650	72600	69450	55750	
Mean	0	0	0	0	0	0	0	57900	55200	57850	67950	74800	77150	83250	82750	80550	85350	87000	77300	
Supporting Data																				
Total Number	0	1	0	0	2	6	9	14	18	60	84	75	94	105	84	69	82	133	837	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	0	1	1	7	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ENVIRONMENTAL SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38250	40200	42200	44250	46300	48400	50500	52600	54700	58700	64300	69000	72700	75300	76950	77800	78150	77950	70700	2.2
Upper Quartile	36400	38100	39800	41600	43350	45150	46950	48750	50500	53950	58750	62900	66250	68800	70550	71700	72350	72800	62150	2.2
Median	33200	34800	36450	38100	39750	41400	43100	44750	46400	49600	54000	57800	60800	63000	64450	65350	65800	66000	50900	2.2
Lower Quartile	30950	32300	33650	35050	36500	37900	39300	40700	42100	44750	48500	51750	54400	56450	57900	58900	59550	60150	41200	2.2
Lower Decile	28250	29450	30700	31950	33250	34500	35750	37000	38200	40600	43850	46600	48850	50550	51750	52500	52950	53350	35300	2.2
Mean	33450	35000	36650	38250	39900	41600	43250	44900	46550	49700	54100	57850	60900	63150	64650	65600	66100	66400	52200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	38300	42250	44000	46250	46800	49350	52900	54950	60350	63900	69550	75900	73250	75150	76150	77850	78950	70700	
Upper Quartile	37800	36550	38700	41400	43700	44250	47100	49650	51800	54200	58900	62600	66450	68850	69800	71050	71650	73550	62150	
Median	33500	33900	36400	38150	39950	41700	42950	45150	47650	49350	53800	57800	61100	62750	63150	65250	66000	66600	50900	
Lower Quartile	30400	32450	33200	35650	36850	38450	39900	41300	42700	43800	48300	51350	55550	55950	56000	60350	59550	60550	41200	
Lower Decile	27500	30650	29500	33000	32300	35300	36950	38150	38900	39750	44400	45000	49700	48800	51450	53350	54300	53400	35300	
Mean	33750	34400	36200	38550	39950	41350	43250	45750	47000	49600	53950	57500	62600	62100	63200	65650	66450	66850	52200	
Supporting Data																				
Total Number	83	86	92	119	128	99	103	100	62	234	202	157	139	131	131	117	103	200	2286	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	37750	40000	42400	44850	47350	49950	52600	55300	58000	63450	71250	78150	83700	87700	90200	91500	91900	91400	79450	2.2
Upper Quartile	35800	37750	39750	41800	43900	46050	48200	50400	52550	56900	63000	68450	72850	76150	78400	79700	80400	80650	67500	2.2
Median	33000	34700	36450	38200	40000	41800	43650	45500	47300	50900	55950	60400	63950	66650	68500	69600	70200	70500	54450	2.2
Lower Quartile	30700	32150	33650	35150	36650	38200	39700	41250	42750	45750	49850	53450	56350	58550	60100	61100	61700	62150	42450	2.2
Lower Decile	28150	29450	30750	32050	33350	34700	36000	37300	38600	41150	44600	47650	50050	51900	53200	54050	54500	54900	35850	2.2
Mean	33100	34850	36650	38500	40400	42300	44250	46150	48100	51900	57250	61950	65700	68500	70350	71450	72000	72150	56450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	38900	40700	44150	46550	48750	52700	57150	58050	62550	72100	78950	88600	85450	90700	86500	92350	91600	79450	
Upper Quartile	37950	36650	37850	41200	44050	45250	48300	50200	53900	56300	63300	68700	76500	75250	78900	74650	83950	79600	67500	
Median	33500	33950	36050	38000	40150	41550	43800	45600	49900	50850	56600	59350	64450	66400	66700	66650	72750	71300	54450	
Lower Quartile	30300	32450	32850	35750	36800	38250	40800	41450	43800	44800	50350	52300	58200	58550	56750	60750	63100	62900	42450	
Lower Decile	27450	30650	29250	33400	31550	35400	37500	38350	41600	40450	45450	45900	51200	49600	51650	53500	55600	56200	35850	
Mean	33800	34550	35600	38500	40150	41850	44750	46800	49400	51200	57650	61650	67800	67800	69200	68300	73800	72550	56450	
Supporting Data																				
Total Number	81	88	78	101	109	79	85	96	59	195	209	165	169	145	144	111	128	214	2257	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	60850	64000	70250	79150	86750	92550	96350	98300	98900	98550	96650	94100	2.2
Upper Quartile	0	0	0	0	0	0	0	56500	59300	64900	72850	79750	85100	88800	90900	91800	91850	90700	85600	2.2
Median	0	0	0	0	0	0	0	50600	53200	58300	65650	72050	77050	80450	82350	83150	83150	82000	75100	2.2
Lower Quartile	0	0	0	0	0	0	0	46050	48350	53000	59550	65200	69600	72550	74150	74750	74700	73550	64150	2.2
Lower Decile	0	0	0	0	0	0	0	42200	44350	48650	54700	59900	63800	66350	67700	68050	67850	66550	55000	2.2
Mean	0	0	0	0	0	0	0	51250	53900	59150	66650	73100	78100	81450	83250	83900	83750	82400	75400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	70700	62100	69850	79700	87600	91700	94700	97900	95850	97450	99550	94100	
Upper Quartile	0	0	0	0	0	0	0	65350	58800	62500	73700	81300	84900	86900	91800	88000	91350	92700	85600	
Median	0	0	0	0	0	0	0	55600	55500	57400	66100	74050	76250	77300	82100	77550	84850	84450	75100	
Lower Quartile	0	0	0	0	0	0	0	53350	52000	52300	60050	65650	67550	70750	74250	69350	76700	75900	64150	
Lower Decile	0	0	0	0	0	0	0	46250	50800	49950	53550	60850	61650	65400	65600	62900	69900	69500	55000	
Mean	0	0	0	0	0	0	0	58050	55850	57900	67050	75400	76450	79550	83100	78850	84550	84950	75400	
Supporting Data																				
Total Number	0	1	0	0	2	5	8	10	15	41	62	48	70	55	50	37	59	73	537	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	38000	39900	41900	43900	45950	48000	50100	52150	54150	58100	63550	68100	71600	74050	75600	76350	76600	76350	68850	2.2
Upper Quartile	36200	37900	39600	41350	43100	44850	46600	48350	50050	53400	58000	62000	65200	67600	69250	70300	70900	71300	60150	2.2
Median	33150	34700	36300	37950	39550	41200	42800	44450	46050	49100	53400	57000	59850	61950	63350	64150	64600	64750	48900	2.2
Lower Quartile	30950	32300	33650	35050	36400	37800	39150	40500	41850	44400	48000	51050	53500	55400	56750	57600	58150	58600	39850	2.2
Lower Decile	28300	29500	30750	32000	33250	34500	35750	37000	38200	40500	43650	46300	48400	49950	51000	51650	52000	52200	34400	2.2
Mean	33350	34950	36500	38150	39750	41400	43000	44650	46250	49300	53550	57100	59950	62000	63350	64150	64550	64700	50500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40100	38300	40700	44150	46250	46850	49350	52500	54800	59800	63200	67250	74350	72600	74950	73600	76700	77350	68850	
Upper Quartile	37950	36550	37850	41200	43750	44500	47150	48950	51400	53750	58550	60950	65150	66950	68450	68200	71100	72700	60150	
Median	33500	33900	36050	38000	40000	41150	43250	44800	46500	49000	53750	56600	60550	60750	61250	63850	64200	66250	48900	
Lower Quartile	30300	32450	32850	35750	36700	38050	40300	40950	42850	43600	48150	50650	54200	54250	54250	57650	58050	60300	39850	
Lower Decile	27450	30650	29250	33400	31500	35200	37250	38150	41200	39900	44500	44200	48550	48300	50350	51100	52500	53600	34400	
Mean	33800	34400	35600	38500	39850	41100	43500	45450	47100	49400	53650	56000	61750	60550	61800	62900	64750	66050	50500	
Supporting Data																				
Total Number	81	86	78	101	107	74	77	85	44	154	147	117	100	90	94	73	70	141	1719	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	42900	45350	47950	50600	53300	56100	58950	64700	73300	81400	88450	94100	98250	101050	102750	104100	89250	2.2
Upper Quartile	0	0	40950	42950	45000	47100	49200	51350	53450	57750	64000	69800	74800	78900	82100	84400	85950	87700	74100	2.2
Median	0	0	37150	38950	40800	42650	44550	46450	48350	52150	57550	62400	66500	69650	72000	73550	74500	75350	62600	2.2
Lower Quartile	0	0	33600	35200	36900	38550	40250	42000	43700	47050	51850	56100	59600	62300	64200	65450	66150	66700	50500	2.2
Lower Decile	0	0	30400	31850	33350	34800	36300	37800	39300	42250	46400	50050	53050	55300	56900	57900	58500	58900	41250	2.2
Mean	0	0	37100	39000	40900	42850	44850	46900	48900	52950	58850	64150	68750	72350	75050	76900	78050	79150	64100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45600	43750	46350	47700	50000	55900	54800	63250	77250	83650	91100	106550	92450	96100	90450	106550	89250	
Upper Quartile	0	0	43500	41950	43600	43900	47500	54450	52400	57450	66050	71250	74950	82400	78750	80950	80950	90400	74100	
Median	0	0	39750	39150	39300	42450	42400	51800	49850	51350	57050	63900	66650	70550	71800	72100	73900	75700	62600	
Lower Quartile	0	0	36500	34500	37050	40800	39000	42850	42300	45200	50350	60350	60100	64650	64500	64100	66250	65550	50500	
Lower Decile	0	0	33000	31300	36200	35550	36650	41150	32750	40000	45200	51400	55450	59600	58400	58800	58900	55650	41250	
Mean	0	0	39650	38800	40450	42400	43000	49550	46850	51600	58750	66950	69300	76800	73500	76000	74750	79200	64100	
Supporting Data																				
Total Number	1	0	14	18	22	24	28	16	19	92	74	65	53	80	60	61	40	94	761	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

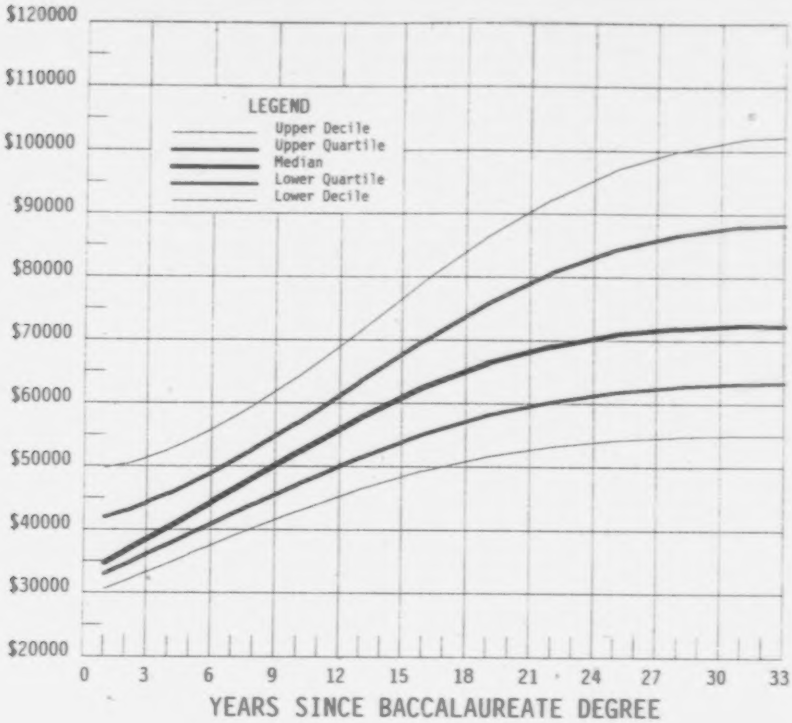
1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	71700	82200	91700	99450	105000	108400	109950	110200	108900	103400	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	64000	72300	79800	85950	90550	93550	95200	95950	95750	89600	2.2
Median	0	0	0	0	0	0	0	0	0	57550	64750	71050	76050	79500	81550	82450	82600	81700	76150	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	52300	58900	64600	69050	72100	73850	74550	74550	73550	66700	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46700	52350	57250	61150	63850	65500	66250	66400	65800	56900	2.2
Mean	0	0	0	0	0	0	0	0	0	59200	67100	74050	79550	83350	85550	86450	86500	85300	79350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	67300	82000	99000	92950	118400	98250	109100	88250	115300	103400	
Upper Quartile	0	0	0	0	0	0	0	0	0	59700	78450	75000	89900	98900	91500	89800	83450	98950	89600	
Median	0	0	0	0	0	0	0	0	0	57300	69700	70000	75150	80150	79200	78500	80150	84550	76150	
Lower Quartile	0	0	0	0	0	0	0	0	0	52100	64300	63700	69150	69750	73350	72250	75800	75150	66700	
Lower Decile	0	0	0	0	0	0	0	0	0	49050	52550	55900	65850	64300	59950	59650	73550	68150	56900	
Mean	0	0	0	0	0	0	0	0	0	57750	70950	73750	79150	86750	81600	81700	80750	88700	79350	
Supporting Data																				
Total Number	0	0	0	0	0	1	1	4	3	19	18	27	21	44	27	26	17	50	258	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ENVIRONMENTAL SERVICES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	43150	45150	47150	49200	51250	53350	55400	59500	65300	70450	74800	78250	80800	82550	83650	84750	73000	2.2
Upper Quartile	0	0	40800	42600	44450	46250	48100	49950	51750	55250	60200	64500	68000	70650	72550	73800	74550	75150	65700	2.2
Median	0	0	37150	38850	40600	42350	44100	45850	47550	50900	55500	59400	62500	64700	66150	67000	67400	67450	55850	2.2
Lower Quartile	0	0	33700	35050	36400	37800	39200	40600	42000	44800	48850	52600	55850	58600	60650	62150	63100	63950	44450	3.6
Lower Decile	0	0	30800	31900	33100	34250	35450	36600	37800	40200	43700	46950	49850	52300	54300	55700	56700	57600	38400	3.4
Mean	0	0	37150	38800	40500	42150	43850	45550	47200	50500	55150	59200	62600	65200	67100	68400	69200	69950	56200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	45600	43750	46350	46050	49250	54650	54200	61400	67900	71850	71550	74100	75250	87350	91450	83200	73000	
Upper Quartile	0	0	43500	41950	43600	43650	46450	52800	52000	55300	60150	68550	67250	70350	71950	74250	73350	74850	65700	
Median	0	0	39750	39150	39300	42250	42150	50450	49800	50300	54100	62050	61700	66100	66550	66900	67300	66700	55850	
Lower Quartile	0	0	36500	34500	37050	40400	38750	42200	35850	43650	48600	56850	57250	61200	62050	62100	62050	60100	44450	
Lower Decile	0	0	33000	31300	36200	35350	36600	35750	32350	39000	43800	47500	53500	51900	57500	58450	57700	52600	38400	
Mean	0	0	39650	38800	40450	41700	42400	47250	46050	50000	54700	62100	63050	64850	66700	69950	70550	68050	56200	
Supporting Data																				
Total Number	1	0	14	18	22	23	26	12	16	73	56	38	33	36	32	35	24	43	503	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

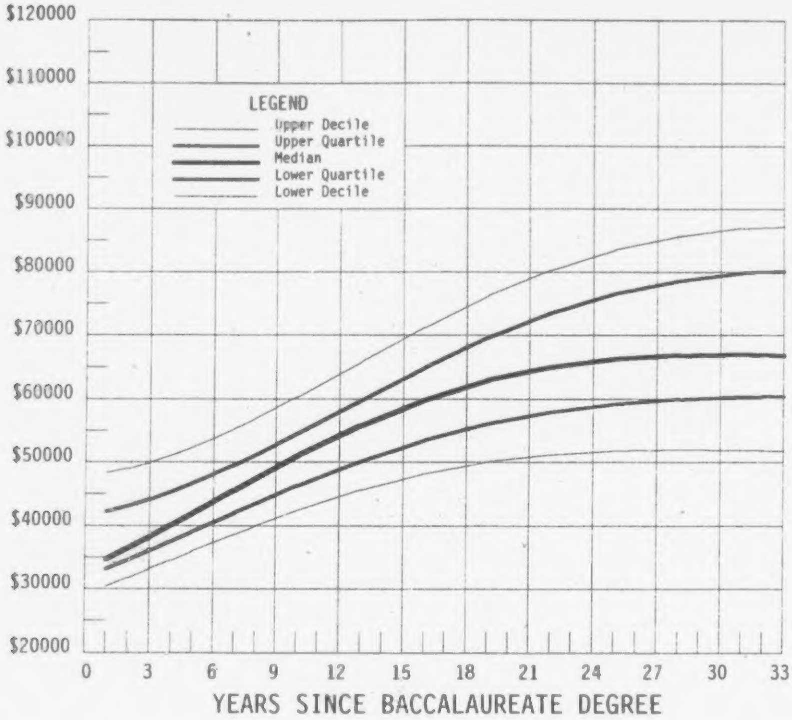
SALARY CURVES FOR ENGINEERS IN SOFTWARE ENGINEERING
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOFTWARE ENGINEERING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	49750	50400	51400	52650	54100	55800	57650	59650	64100	71500	79150	86300	92350	96900	100000	101800	103100	79750	4.2
Upper Quartile	0	41900	43000	44300	45750	47300	49000	50850	52750	56850	63400	69850	75750	80650	84250	86650	88050	89050	66300	4.2
Median	0	34750	36550	38450	40400	42350	44300	46300	48300	52200	57700	62500	66350	69150	70950	72000	72450	72400	54900	2.2
Lower Quartile	0	32900	34450	36050	37650	39250	40850	42450	44050	47150	51450	55150	58150	60300	61800	62700	63200	63400	45000	2.2
Lower Decile	0	30500	31900	33300	34700	36100	37500	38900	40250	42900	46450	49400	51650	53250	54250	54800	55000	54900	37900	2.2
Mean	0	37700	39150	40700	42300	43950	45650	47450	49200	52850	58350	63500	68000	71700	74400	76250	77350	78150	57550	4.0
Raw (Unsmoothed) Statistics																				
Upper Decile	52250	52850	53600	48800	50900	51200	57200	55400	63400	62000	75000	86100	89000	86000	108100	89600	92500	94250	79750	
Upper Quartile	47750	50400	39900	42000	43250	47750	47400	51050	53600	57500	65350	70850	78500	76800	85600	85200	85950	81250	66300	
Median	39500	35600	35750	38000	39900	44000	44500	45750	48250	52700	57400	62550	65150	71450	67700	73500	77000	71000	54900	
Lower Quartile	33500	33250	34100	36150	36950	39500	40900	42300	44500	47900	49500	56350	56900	64550	61000	62350	63250	62600	45000	
Lower Decile	29000	29200	29200	34750	35700	37200	38550	38950	41200	44100	44850	48100	49100	52700	56950	56500	58000	53900	37900	
Mean	40150	40200	38100	40000	41250	44150	45350	46650	50050	52950	58700	65000	68800	71000	76050	74200	78100	73150	57550	
Supporting Data																				
Total Number	15	22	26	44	27	28	31	46	43	125	100	71	68	48	47	35	25	33	834	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	1	0	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN SOFTWARE ENGINEERING
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: SOFTWARE ENGINEERING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	48300	49050	50000	51150	52400	53800	55300	56900	60350	65800	71250	76200	80350	83500	85650	87000	87950	71250	4.0
Upper Quartile	0	42150	43100	44150	45350	46700	48100	49600	51150	54500	59750	64900	69650	73550	76550	78600	79850	80750	61400	4.0
Median	0	34700	36450	38250	40100	41900	43750	45600	47400	50950	55800	59850	62950	65050	66300	66900	67050	66600	51850	2.2
Lower Quartile	0	33100	34550	36050	37550	39050	40550	42000	43450	46300	50150	53450	56050	57950	59200	60000	60400	60600	43350	2.2
Lower Decile	0	30400	31800	33200	34550	35950	37300	38650	39950	42400	45650	48200	50050	51200	51800	52000	51900	51400	37150	2.2
Mean	0	37700	39100	40550	42000	43500	45000	46500	48000	51000	55400	59350	62800	65550	67650	69050	69950	70650	53250	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	52250	52850	53600	43900	51200	51400	56200	53000	60200	59450	70150	69700	78800	79000	78550	86150	89000	82500	71250	
Upper Quartile	47750	50400	39900	41750	43250	47500	46600	49000	53100	55850	60600	64450	71350	73000	72350	76500	85000	76750	61400	
Median	39500	35600	35750	37900	39500	43250	44150	45000	47900	50800	55850	60450	61700	67700	64300	66500	68000	66800	51850	
Lower Quartile	33500	33250	34100	36100	36900	39250	40600	41750	44500	47200	48700	53750	54500	61000	58700	58750	61000	61250	43350	
Lower Decile	29000	29200	29200	34750	35600	37050	38450	38600	41550	43000	44150	46300	48050	50750	56050	54950	54800	49500	37150	
Mean	40150	40200	38100	39500	41200	43950	44800	45600	49200	51300	56000	59000	63000	66650	66000	68000	71600	69150	53250	
Supporting Data																				
Total Number	15	22	26	43	26	26	29	40	39	103	83	53	54	35	31	23	16	25	689	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOFTWARE ENGINEERING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	35950	38300	40700	43250	45850	48550	51300	54100	59700	67850	75050	80700	84600	86750	87600	87500	86100	74400	2.2
Upper Quartile	0	34900	36850	38900	41000	43150	45350	47600	49800	54300	60650	66350	70950	74300	76500	77750	78250	78150	61750	2.2
Median	0	33200	35000	36800	38700	40600	42550	44450	46400	50150	55450	59950	63450	65900	67400	68150	68350	67950	51600	2.2
Lower Quartile	0	31700	33150	34700	36200	37750	39300	40800	42350	45300	49350	52800	55550	57550	58900	59700	60050	60200	42050	2.2
Lower Decile	0	29750	31050	32400	33750	35100	36450	37750	39050	41500	44800	47500	49550	50900	51750	52100	52200	52000	36450	2.2
Mean	0	33050	34900	36800	38750	40750	42750	44750	46800	50750	56350	61100	64800	67400	68900	69600	69750	69200	53650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35900	39200	40600	43100	48500	47000	47900	55100	58900	71500	74800	79450	72800	91750	89500	100000	82250	74400	
Upper Quartile	0	35000	36500	38850	40250	45700	44750	45750	50500	55700	60800	65000	68000	70000	78500	85000	87500	73500	61750	
Median	0	33500	34850	37000	37700	41750	42000	43350	46150	51100	55700	60850	60000	65350	65500	74000	76000	64650	51600	
Lower Quartile	0	32000	31000	35500	36550	38550	39500	40250	43100	46100	48650	52600	54000	57000	59800	60000	63350	60200	42050	
Lower Decile	0	28200	27600	34450	35200	36500	38000	37700	40400	42100	44300	45300	47400	45200	57050	56400	61350	49100	36450	
Mean	0	32850	33950	37250	39050	42250	42400	43550	47900	50850	56950	60250	63250	62500	70350	74150	77900	65950	53650	
Supporting Data																				
Total Number	4	12	18	31	16	15	20	27	26	78	76	43	44	18	23	24	10	21	506	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

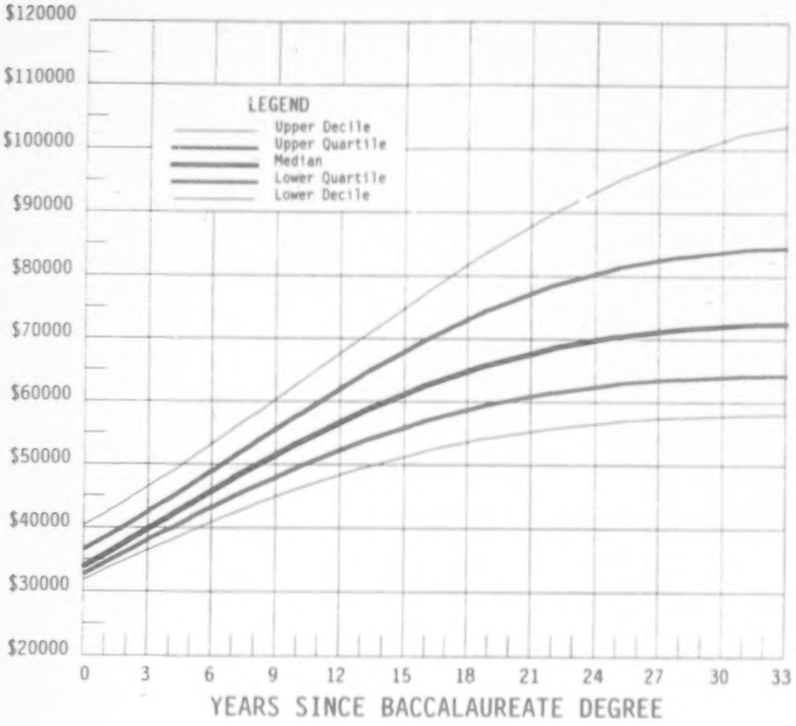
1994 ENGINEERING SALARY STATISTICS: SOFTWARE ENGINEERING, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	36100	38350	40650	43050	45550	48050	50600	53150	58200	65350	71350	75850	78700	80100	80450	80100	78400	67850	2.2
Upper Quartile	0	34750	36750	38800	40900	43050	45250	47400	49600	53800	59650	64450	68000	70250	71300	71550	71300	70000	59600	2.2
Median	0	33100	34900	36700	38550	40400	42300	44150	46000	49600	54450	58450	61400	63300	64250	64550	64450	63550	49450	2.2
Lower Quartile	0	31600	33100	34600	36150	37700	39200	40750	42200	45050	48850	52000	54300	55800	56650	57000	57000	56550	41100	2.2
Lower Decile	0	29650	31000	32350	33700	35050	36350	37650	38950	41350	44450	46900	48600	49600	50100	50200	50050	49450	36100	2.2
Mean	0	33100	34900	36750	38650	40550	42450	44350	46200	49850	54800	58800	61700	63500	64350	64550	64300	63250	51300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	35900	39200	40600	43100	46700	47000	47900	53900	58950	66800	68200	76000	71450	90000	86250	0	73600	67850	
Upper Quartile	0	35000	36500	38850	40250	44750	44750	45750	50000	55550	58900	63750	66000	69400	74000	76500	0	68000	59600	
Median	0	33500	34850	37000	37700	40600	42000	43350	45700	50000	54500	60200	59100	64650	64000	66000	0	63000	49450	
Lower Quartile	0	32000	31000	35500	36550	38200	39500	40250	42800	45750	48250	51100	53000	56500	59200	57750	0	56000	41100	
Lower Decile	0	28200	27600	34450	35200	36300	38000	37700	40100	41700	43750	44900	47000	45050	56800	54500	0	48600	36100	
Mean	0	32850	33950	37250	39050	41550	42400	43550	46400	50550	54550	58100	60150	61800	67500	67250	0	62250	51300	
Supporting Data																				
Total Number	4	12	18	31	16	13	20	27	24	72	66	39	40	17	20	15	8	16	458	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: SOFTWARE ENGINEERING, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	57300	60400	66700	75800	83750	90000	94250	96600	0	0	0	82450	2.2
Upper Quartile	0	0	0	0	0	0	0	53000	55950	61800	69600	75350	78550	79450	78600	0	0	0	70850	2.2
Median	0	0	0	0	0	0	0	49250	51650	56350	62650	67450	70500	71850	71900	0	0	0	57400	2.2
Lower Quartile	0	0	0	0	0	0	0	45100	47150	51100	56400	60500	63200	64550	64900	0	0	0	48050	2.2
Lower Decile	0	0	0	0	0	0	0	42800	44250	46950	50600	53600	55950	57550	58600	0	0	0	42150	2.2
Mean	0	0	0	0	0	0	0	49450	51900	56750	63250	68350	71650	73300	73550	0	0	0	60300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	51200	0	57750	62000	64600	76800	88000	95500	84000	103750	0	0	0	82450	
Upper Quartile	0	0	0	0	0	49000	0	54100	54700	58900	68650	81250	87800	76650	75000	0	0	0	70850	
Median	0	0	0	0	0	45500	0	50900	51500	53400	63000	68000	79350	73500	66000	0	0	0	57400	
Lower Quartile	0	0	0	0	0	41000	0	47250	46750	49250	57000	59350	67650	67500	60350	0	0	0	48050	
Lower Decile	0	0	0	0	0	38300	0	44700	44500	47750	46400	55700	52700	64200	55100	0	0	0	42150	
Mean	0	0	0	0	0	45050	0	50900	51650	54850	62250	69750	78600	72800	70100	0	0	0	60300	
Supporting Data																				
Total Number	5	2	3	9	9	12	8	17	15	37	18	18	19	22	17	9	8	8	236	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

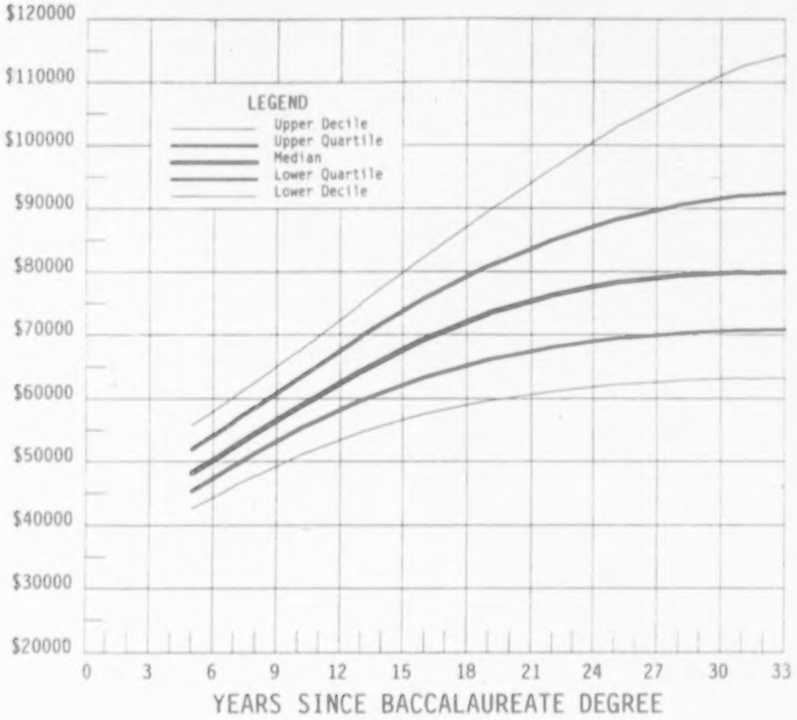
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40400	42350	44400	46550	48700	50950	53250	55600	57950	62800	70100	77250	83900	89900	95050	99200	102450	107100	78400	2.2
Upper Quartile	36500	38450	40450	42500	44600	46750	48950	51150	53350	57750	64100	69850	74650	78500	81250	83100	84200	85150	67300	2.2
Median	33850	35800	37800	39800	41800	43800	45800	47750	49650	53300	58300	62550	65950	68550	70450	71650	72400	73000	57750	3.8
Lower Quartile	32750	34500	36300	38050	39800	41550	43250	44900	46500	49550	53600	56950	59550	61500	62850	63700	64200	64600	47550	4.0
Lower Decile	31900	33450	35000	36500	38000	39500	40900	42300	43650	46200	49500	52200	54300	55850	56900	57600	58000	58250	38950	4.0
Mean	35650	37350	39150	40950	42750	44650	46500	48400	50300	54000	59350	64200	68300	71600	74100	75850	77050	78300	59200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40600	42500	43550	44750	49150	52650	53800	58850	57800	63500	70700	75550	82100	88950	92600	99850	102800	116800	78400	
Upper Quartile	37550	39250	39900	40850	45100	46400	48800	52700	52600	59600	64450	68900	73200	76650	80450	84500	86900	88000	67300	
Median	36250	37000	37400	37950	41600	43250	45100	48200	48950	54900	58750	62300	65950	68550	69850	71250	72600	71000	57750	
Lower Quartile	34600	35400	36450	36900	38450	41300	42200	44450	45900	51000	54300	56950	60050	60750	62250	63950	63850	62350	47550	
Lower Decile	32850	34200	35500	36250	36600	38350	39950	41600	43450	47200	50300	51850	54900	55950	55900	57200	57650	56300	38950	
Mean	36900	38050	38750	39800	42500	44750	46100	49100	49850	55250	59550	63400	67600	71350	72850	77750	77000	79600	59200	
Supporting Data																				
Total Number	78	129	278	377	245	245	252	275	317	929	1008	729	754	694	422	283	200	249	7464	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	15	5	14	4	19	60	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

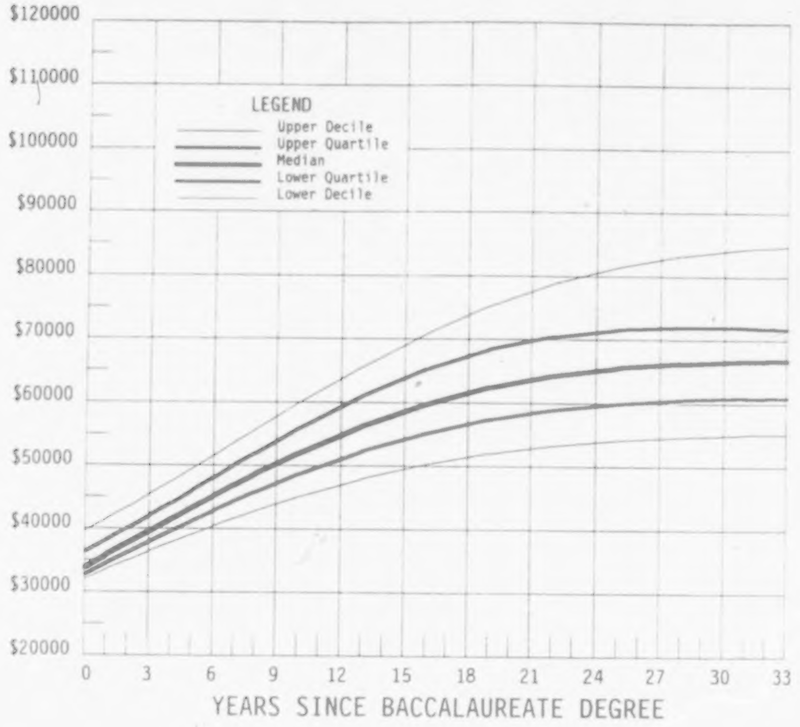
SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55750	58000	60300	62650	67450	74850	82300	89500	96350	102600	108050	112600	119850	90850	2.2
Upper Quartile	0	0	0	0	0	51850	54100	56400	58650	63150	69700	75700	80850	85000	88200	90500	92050	93800	78950	2.2
Median	0	0	0	0	0	48100	50200	52350	54450	58550	64350	69350	73350	76250	78200	79350	79900	80050	69300	2.2
Lower Quartile	0	0	0	0	0	45250	47350	49400	51400	55050	59700	63400	66150	68100	69450	70250	70750	71050	61300	4.0
Lower Decile	0	0	0	0	0	42600	44400	46150	47800	50850	54650	57600	59700	61200	62250	62850	63250	63550	54300	3.8
Mean	0	0	0	0	0	48950	51000	53050	55150	59250	65100	70400	74950	78600	81400	83350	84650	86100	72200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	67700	61750	63350	62950	67950	75200	82400	87900	93700	97250	112900	115750	129650	90850	
Upper Quartile	0	0	0	0	0	64250	55050	60600	58400	63500	70300	74700	79000	84650	85700	90000	95950	98500	78950	
Median	0	0	0	0	0	50500	50550	52250	54500	59700	65400	69100	71850	74400	76900	80250	83450	82500	69300	
Lower Quartile	0	0	0	0	0	45900	46500	47900	49550	55450	60150	64100	66100	68350	68650	69800	72500	69650	61300	
Lower Decile	0	0	0	0	0	44150	44800	45550	46900	51200	54250	57100	60600	61350	61750	63800	65150	61300	54300	
Mean	0	0	0	0	0	54900	52400	54150	54950	59850	65250	69900	73950	78400	79100	84100	86950	88750	72200	
Supporting Data																				
Total Number	1	3	5	12	12	23	37	46	58	243	303	254	337	314	211	128	93	136	2216	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	10	3	7	3	15	41	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	[illegible]	[illegible]	

SALARY CURVES FOR ENGINEERS IN ELECTRIC & GAS UTILITIES
NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	39600	41500	43450	45450	47450	49500	51550	53650	55700	59800	65600	70850	75250	78800	81400	83250	84400	85650	68400	2.2
Upper Quartile	36200	38100	40050	42000	44000	46000	48050	50050	52000	55850	61000	65250	68400	70450	71600	72000	71950	71200	61200	2.2
Median	33850	35750	37650	39550	41450	43300	45100	46900	48650	51900	56250	59700	62400	64300	65550	66300	66700	66950	53350	4.4
Lower Quartile	32800	34500	36200	37900	39600	41200	42800	44350	45850	48650	52300	55200	57400	58950	59950	60550	60850	61100	43500	4.4
Lower Decile	32100	33550	35000	36400	37750	39100	40400	41650	42850	45100	47950	50300	52050	53350	54250	54800	55150	55400	37500	4.0
Mean	34950	36750	38550	40350	42150	43900	45700	47400	49100	52300	56700	60400	63450	65800	67550	68700	69450	70100	53700	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	40650	41850	43150	43750	47700	50550	51050	55850	55200	61550	65500	69600	72250	77650	80550	92800	86600	84500	68400	
Upper Quartile	37550	39000	39600	40600	44450	45600	47900	51650	51350	57600	60950	63700	67100	70100	71050	75300	74100	70500	61200	
Median	36250	36950	37350	37900	41300	42900	44150	47600	48300	53550	57000	59800	61900	63000	64550	68050	65650	64100	53350	
Lower Quartile	34550	35350	36450	36900	38300	41150	41850	43800	45400	50300	53350	55300	57250	57950	58700	60500	60350	58600	43500	
Lower Decile	32800	34150	35450	36250	36550	38100	39500	41300	42900	45950	48800	50350	52200	52300	53350	55850	54400	54250	37500	
Mean	36900	37500	38400	39200	41700	43700	45000	48050	48700	53650	57100	59950	62450	65500	66550	72500	68350	68600	53700	
Supporting Data																				
Total Number	77	126	273	365	233	222	215	229	259	686	705	475	417	380	211	155	107	113	5248	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	7	1	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40200	42200	44250	46400	48600	50850	53150	55500	57850	62700	70050	77100	83700	89550	94500	98500	101550	105850	77200	2.2
Upper Quartile	36300	38250	40300	42350	44500	46650	48850	51100	53300	57750	64100	69850	74600	78250	80850	82550	83500	84150	66450	2.2
Median	33800	35750	37750	39750	41750	43750	45700	47650	49550	53250	58250	62450	65800	68350	70100	71250	71900	72400	57000	4.0
Lower Quartile	32700	34450	36250	38000	39800	41500	43200	44850	46450	49500	53500	56800	59350	61250	62550	63350	63850	64200	46750	4.0
Lower Decile	31950	33450	35000	36500	38000	39450	40900	42300	43600	46100	49350	52050	54100	55600	56650	57300	57700	58000	38300	4.0
Mean	35500	37250	39000	40850	42700	44550	46450	48300	50200	53950	59300	64100	68150	71400	73850	75500	76600	77750	58450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	40750	42050	43400	44750	49050	52500	54250	58550	57400	63400	70600	75500	81300	89000	91350	102750	99900	114650	77200	
Upper Quartile	37600	38800	39650	40850	45000	46350	48950	52850	52450	59600	64500	68900	72750	75900	80400	85250	86150	86900	66450	
Median	36250	36850	37350	37950	41500	43200	45200	48350	48950	54800	58700	62200	65500	68250	69550	71250	71000	70950	57000	
Lower Quartile	34550	35300	36450	36900	38350	41250	42250	44700	45900	50950	54150	56650	59550	60650	62300	63700	63250	61750	46750	
Lower Decile	32800	34150	35500	36250	36550	38250	39950	41750	43500	47250	50150	51350	54450	55850	55900	57050	57150	56200	38300	
Mean	36900	37650	38650	39800	42400	44700	46200	49250	49700	55200	59450	63150	67250	71250	72800	78350	76050	78700	58450	
Supporting Data																				
Total Number	75	122	270	369	225	232	232	246	292	854	911	625	637	581	334	229	171	212	6617	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	14	5	14	3	15	54	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	55700	57950	60250	62600	67400	74750	82100	89200	95900	101950	107200	111550	118450	89650	2.2
Upper Quartile	0	0	0	0	0	51850	54100	56350	58600	63050	69450	75300	80300	84350	87400	89600	91050	92650	77900	2.2
Median	0	0	0	0	0	48100	50200	52300	54400	58500	64200	69100	73000	75750	77600	78600	79050	79000	68550	2.2
Lower Quartile	0	0	0	0	0	45300	47400	49450	51400	55000	59550	63100	65700	67550	68750	69550	69950	70300	60650	4.0
Lower Decile	0	0	0	0	0	42650	44450	46150	47800	50750	54450	57200	59200	60600	61550	62100	62450	62700	53900	3.8
Mean	0	0	0	0	0	48950	51000	53050	55100	59150	64950	70200	74600	78150	80800	82700	83900	85250	71500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	67700	61850	63450	62000	67600	75050	82100	87450	93750	97050	111550	115950	125850	89650	
Upper Quartile	0	0	0	0	0	64250	55250	59600	58200	63350	70000	74450	78450	83800	84650	89450	95950	96800	77900	
Median	0	0	0	0	0	50500	50750	51500	54350	59550	65300	68950	71400	73750	75900	79800	84050	80900	68550	
Lower Quartile	0	0	0	0	0	45900	46650	47500	49600	55350	60100	63650	65800	67700	67550	69300	71550	69250	60650	
Lower Decile	0	0	0	0	0	44150	44850	45200	46700	51400	54100	56200	60200	60600	61300	63050	64450	60650	53900	
Mean	0	0	0	0	0	54900	52600	53650	54750	59750	65150	69400	73700	78000	78350	83550	87000	87350	71500	
Supporting Data																				
Total Number	1	2	4	12	10	23	36	38	55	226	285	217	281	263	175	113	77	118	1936	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	3	9	3	7	3	12	37	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39400	41300	43300	45300	47350	49450	51550	53650	55750	59900	65750	71000	75350	78800	81300	83000	84050	85000	67650	2.2
Upper Quartile	36000	37900	39850	41850	43900	45900	47950	49950	51950	55800	61000	65250	68300	70300	71300	71650	71500	70600	60600	2.2
Median	33750	35650	37600	39500	41400	43250	45100	46850	48600	51850	56150	59600	62200	64050	65250	66000	66400	66650	52450	4.4
Lower Quartile	32750	34450	36200	37850	39550	41150	42750	44300	45800	48600	52200	55050	57250	58750	59750	60350	60650	60850	42850	4.4
Lower Decile	32150	33600	35000	36400	37750	39100	40350	41600	42750	44900	47700	49900	51600	52800	53650	54200	54500	54700	37300	4.0
Mean	34900	36700	38450	40250	42050	43800	45550	47300	49000	52200	56600	60350	63400	65700	67400	68500	69200	69700	53050	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	40800	41550	43050	43750	47550	50350	51700	56350	54550	61500	65300	70050	72350	77900	81750	94400	84350	83000	67650	
Upper Quartile	37600	38600	39350	40550	44400	45500	47900	52050	51250	57550	60750	63650	66800	70100	70900	75450	72850	70500	60600	
Median	36200	36800	37300	37900	41200	42850	44200	47950	48250	53400	56800	59850	61550	63000	64450	67400	65250	63350	52450	
Lower Quartile	34500	35250	36450	36850	38200	41100	41850	44150	45400	50250	53150	54850	56950	57950	58950	60200	60100	58100	42850	
Lower Decile	32750	34100	35500	36250	36500	38000	39450	41400	42900	45900	48450	49700	51300	52000	52950	55400	54050	53700	37300	
Mean	36900	37350	38300	39150	41600	43550	45050	48400	48500	53550	56900	59850	62150	65700	66750	73300	67100	67900	53050	
Supporting Data																				
Total Number	74	120	266	357	215	209	196	208	237	628	626	408	356	318	159	116	94	94	4681	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	7	0	3	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	50600	52700	54850	57050	59300	63850	70850	77900	84700	91100	96950	102000	106200	112900	85000	2.2
Upper Quartile	0	0	0	0	45650	47700	49750	51850	53950	58150	64350	70150	75350	79800	83350	86100	88100	90700	72500	2.2
Median	0	0	0	0	42600	44500	46450	48350	50200	53850	58850	63200	66800	69650	71800	73300	74300	75250	62750	3.4
Lower Quartile	0	0	0	0	40400	42200	43950	45650	47350	50450	54550	57900	60550	62500	63900	64800	65400	65900	54900	3.6
Lower Decile	0	0	0	0	38400	40100	41750	43300	44800	47550	51050	53750	55750	57150	58100	58700	59050	59300	45350	4.0
Mean	0	0	0	0	43650	45450	47300	49150	51000	54700	60000	64850	69100	72600	75350	77450	78900	80750	64900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	50300	55400	49400	61200	62000	65300	71750	76000	86250	89050	93650	93650	112500	136250	85000	
Upper Quartile	0	0	0	0	45700	46000	47600	51500	56750	60200	64300	68750	75800	80400	80900	81650	91250	98750	72500	
Median	0	0	0	0	42500	43500	44000	46500	49350	55650	59050	62900	68000	70250	71400	71100	77500	71350	62750	
Lower Quartile	0	0	0	0	39650	42000	41850	43000	46250	51950	55700	58150	62550	61100	61550	64650	69000	65000	54900	
Lower Decile	0	0	0	0	37900	41100	40000	40400	42900	47250	53400	55550	57500	55950	55450	57800	63000	56400	45350	
Mean	0	0	0	0	43800	45300	44600	48050	51700	56150	60550	64900	69650	71850	73100	74200	83100	86300	64900	
Supporting Data																				
Total Number	3	7	8	8	19	12	20	28	25	74	93	100	110	109	79	48	25	31	799	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	4	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

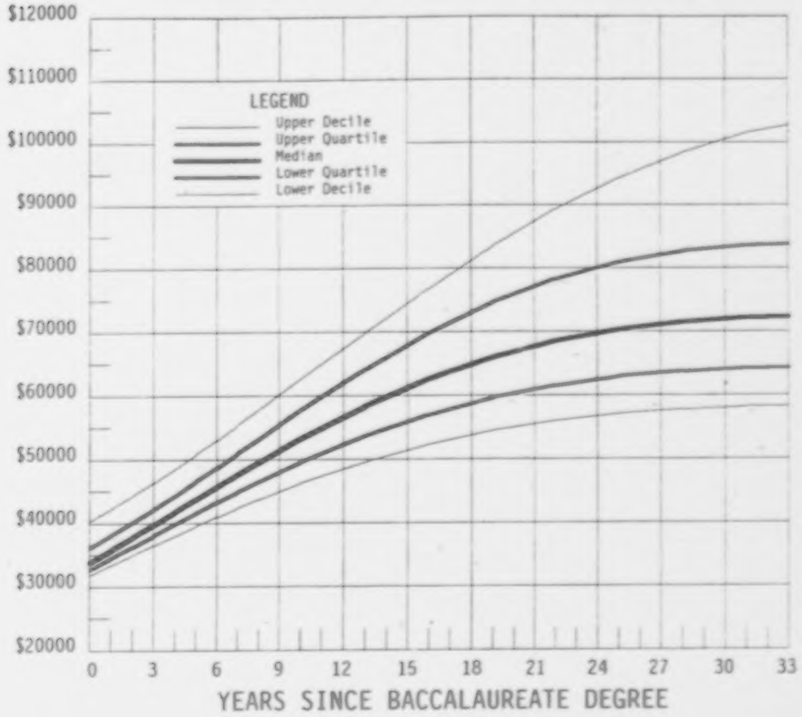
1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	66350	74150	82050	89850	97300	104150	110150	115200	123350	94750	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	63300	70850	77950	84200	89450	93600	96600	98650	101050	85000	2.2
Median	0	0	0	0	0	0	0	0	0	58950	65200	70800	75500	79200	81850	83650	84750	85700	74400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	55850	61100	65500	68950	71550	73450	74750	75600	76400	66550	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	51200	56050	60100	63400	65950	67800	69100	69900	70700	59100	3.4
Mean	0	0	0	0	0	0	0	0	0	59200	65650	71600	76850	81150	84550	87000	88700	90700	76850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	71050	76400	84000	88450	93600	98500	111250	113350	145000	94750	
Upper Quartile	0	0	0	0	0	0	0	0	0	67500	74000	76000	84150	87350	91950	96250	93750	112500	85000	
Median	0	0	0	0	0	0	0	0	0	61500	68000	70300	74500	78550	80500	82500	79000	95000	74400	
Lower Quartile	0	0	0	0	0	0	0	0	0	57250	61000	65500	68200	71000	73250	78350	75000	78000	66550	
Lower Decile	0	0	0	0	0	0	0	0	0	49100	55700	61600	63200	67100	68300	76150	66800	65600	59100	
Mean	0	0	0	0	0	0	0	0	0	60900	67400	72900	75200	80500	82650	86700	85850	98050	76850	
Supporting Data																				
Total Number	0	1	1	0	2	0	1	8	3	17	18	36	54	51	33	11	14	18	268	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC & GAS UTILITIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48700	50700	52650	54650	56550	60300	65600	70250	74200	77400	79950	81850	83200	84800	72000	2.8
Upper Quartile	0	0	0	0	44850	46850	48850	50750	52650	56250	61100	65200	68450	70950	72750	74000	74750	75400	65200	3.6
Median	0	0	0	0	42250	44100	45900	47650	49350	52500	56700	60150	62850	64850	66250	67150	67700	68150	58350	3.8
Lower Quartile	0	0	0	0	40150	41900	43600	45250	46800	49700	53350	56250	58400	59900	60900	61500	61850	62100	51650	4.2
Lower Decile	0	0	0	0	38000	39600	41150	42600	44000	46600	49850	52400	54300	55600	56450	56950	57200	57350	42900	4.4
Mean	0	0	0	0	42950	44700	46450	48200	49900	53100	57400	61100	64050	66350	68100	69250	70050	70750	58850	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	47900	55400	49450	51500	59750	62200	66550	67450	72550	76800	79400	90500	94500	71400	72000	
Upper Quartile	0	0	0	0	44750	46000	47750	47000	54500	58250	62050	63700	68000	70350	72500	75650	86250	67800	65200	
Median	0	0	0	0	41900	43500	43800	44500	49000	54700	58250	59500	64000	62350	64650	69100	73000	65200	58350	
Lower Quartile	0	0	0	0	39350	42000	41750	42000	45500	51400	55200	56850	60250	57500	58000	63000	63500	60500	51650	
Lower Decile	0	0	0	0	37700	41100	39900	38000	42650	46800	53100	54050	55150	53500	53950	56700	60200	54950	42900	
Mean	0	0	0	0	42400	45300	44550	44700	50750	54750	58900	60400	64300	64250	66250	70500	79550	70100	58850	
Supporting Data																				
Total Number	3	6	7	8	17	12	19	20	22	57	75	64	56	58	46	37	11	13	531	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

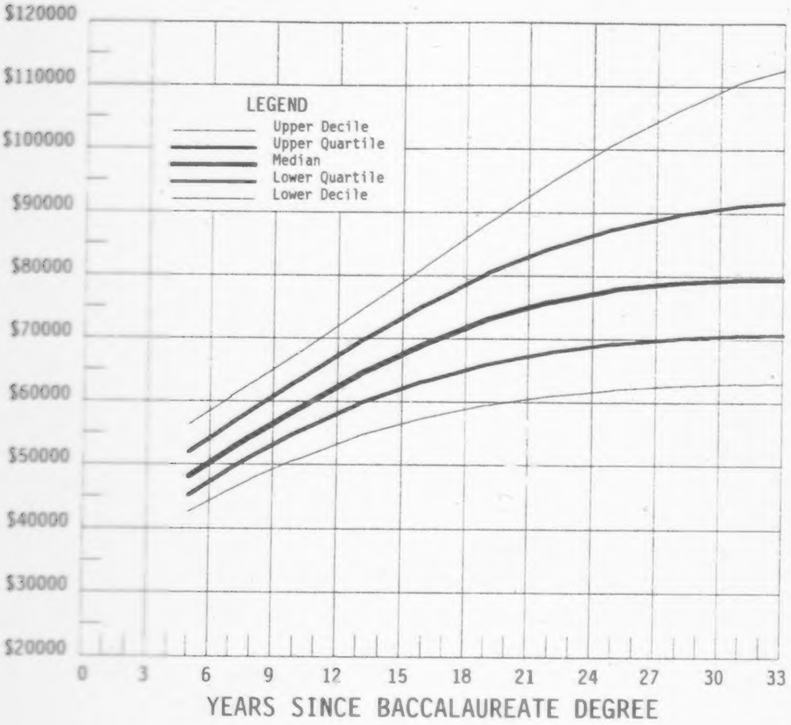
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40300	42250	44300	46400	48550	50800	53050	55400	57750	62550	69750	76800	83400	89300	94300	98350	101500	106050	78000	2.2
Upper Quartile	36100	38050	40100	42150	44300	46500	48700	50950	53150	57650	64050	69800	74600	78300	80900	82600	83550	84150	67200	2.2
Median	33800	35750	37700	39700	41700	43700	45700	47650	49550	53250	58250	62550	65950	68500	70300	71450	72150	72650	57850	4.0
Lower Quartile	32700	34450	36250	38000	39800	41500	43250	44900	46500	49550	53650	56950	59600	61500	62850	63700	64200	64550	47700	4.0
Lower Decile	31800	33400	34950	36500	38000	39500	40950	42350	43700	46250	49600	52350	54450	56000	57050	57750	58150	58450	38750	4.0
Mean	35550	37300	39050	40850	42700	44550	46400	48300	50200	53900	59250	64050	68100	71350	73800	75500	76600	77800	59100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	42150	43050	44300	48700	52750	53550	59100	57850	63400	70400	75000	81450	88600	91000	99050	102950	115750	78000	
Upper Quartile	0	38550	39200	40500	44850	46300	48600	52850	52550	59600	64400	68600	73000	76600	80000	83850	86100	87700	67200	
Median	0	36800	37300	37850	41300	43150	45000	48300	48950	54950	58700	62200	65950	68450	69450	71000	72200	70950	57850	
Lower Quartile	0	35250	36450	36850	38300	41250	42150	44400	46000	51100	54350	57000	60100	60700	62100	63600	63750	62750	47700	
Lower Decile	0	34100	35400	36250	36600	38200	39800	41550	43650	47300	50500	51950	55200	55900	55950	57250	57650	56900	38750	
Mean	0	37850	38550	39650	42350	44650	45950	49200	49850	55300	59500	63100	67400	71000	72300	77250	76750	79600	59100	
Supporting Data																				
Total Number	69	119	261	353	225	230	238	262	298	872	953	684	721	662	396	265	190	233	7031	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	12	3	13	4	17	51	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

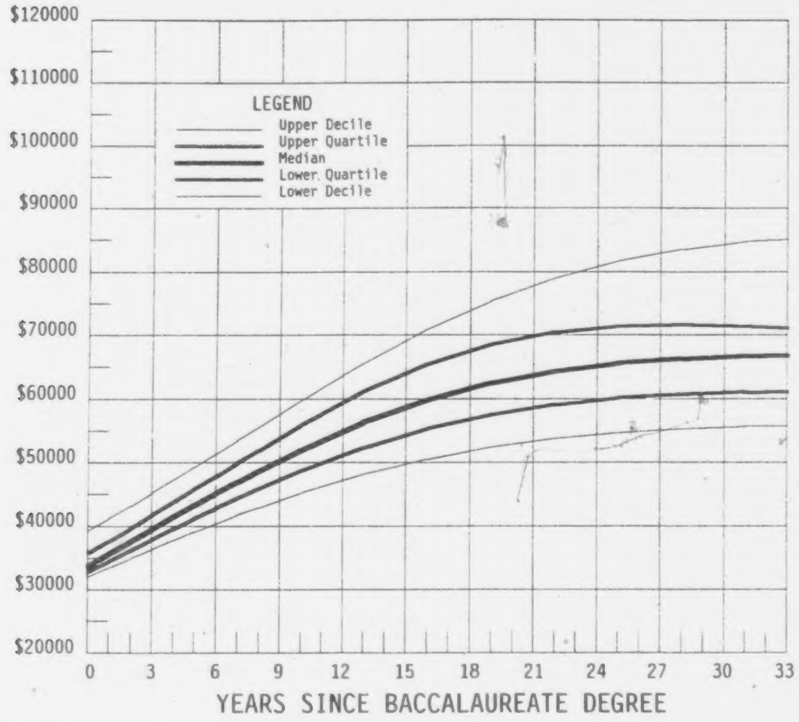
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56350	58500	60650	62900	67400	74350	81350	88250	94800	100850	106250	110800	118250	89600	2.2
Upper Quartile	0	0	0	0	0	51900	54100	56350	58550	63000	69400	75250	80300	84350	87450	89700	91200	92900	78450	2.2
Median	0	0	0	0	0	48150	50250	52350	54450	58500	64200	69150	73050	75900	77800	78900	79450	79550	69150	2.2
Lower Quartile	0	0	0	0	0	45200	47300	49350	51300	54950	59600	63250	66000	67950	69300	70150	70650	71050	61150	3.8
Lower Decile	0	0	0	0	0	42550	44350	46100	47750	50750	54500	57400	59550	61000	62000	62650	63000	63300	54300	3.8
Mean	0	0	0	0	0	49050	51050	53050	55050	59050	64750	69900	74300	77850	80600	82550	83900	85400	71700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	67850	62150	63400	63450	67700	74950	80750	86800	92700	96250	110500	115950	125000	89600	
Upper Quartile	0	0	0	0	0	63000	54900	60700	58550	63300	70000	74200	78550	84150	84900	88750	95000	97500	78450	
Median	0	0	0	0	0	50500	50000	52500	54800	59450	65250	69000	71600	74200	76750	79450	83100	81650	69150	
Lower Quartile	0	0	0	0	0	45600	46250	47800	49850	55250	59900	64100	66000	68200	68700	69600	72400	69250	61150	
Lower Decile	0	0	0	0	0	44050	44700	45500	47150	50900	54050	57000	60700	61000	62000	62800	65050	60800	54300	
Mean	0	0	0	0	0	54700	52300	54200	55300	59550	65000	69200	73350	77550	78450	83100	86850	87650	71700	
Supporting Data																				
Total Number	0	3	4	12	10	21	34	45	54	230	285	228	321	299	195	118	88	130	2077	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	7	1	6	3	13	32	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39300	41200	43200	45200	47250	49300	51400	53450	55550	59700	65600	70950	75400	79000	81650	83550	84750	85950	68300	2.2
Upper Quartile	35700	37600	39600	41650	43700	45750	47800	49900	51900	55850	61150	65400	68500	70450	71400	71650	71400	70350	61300	2.2
Median	33750	35650	37550	39450	41400	43250	45100	46900	48650	51950	56300	59800	62450	64300	65550	66300	66700	66950	53600	4.4
Lower Quartile	32750	34450	36150	37850	39550	41200	42800	44350	45850	48700	52350	55300	57500	59100	60100	60700	61050	61250	43500	4.4
Lower Decile	32050	33500	34950	36350	37750	39100	40400	41700	42900	45200	48150	50550	52450	53800	54700	55300	55650	55900	37450	4.0
Mean	34750	36550	38350	40200	42000	43800	45600	47350	49050	52350	56750	60500	63600	65950	67650	68850	69550	70200	53800	3.6
Raw (Unsmoothed) Statistics																				
Upper Decile	41300	41150	42650	43400	47300	50700	50300	56100	55150	61600	65600	69550	72400	78050	80550	92700	84750	86750	68300	
Upper Quartile	37700	38150	38900	40250	44200	45500	47750	51850	51250	57700	60950	63750	67200	70100	70500	74900	73550	70350	61300	
Median	36400	36750	37300	37800	41050	42850	44150	47700	48300	53650	57050	59950	62000	63000	64350	67700	65550	64500	53600	
Lower Quartile	34700	35200	36400	36850	38150	41100	41750	43700	45500	50400	53450	55500	57400	57950	58600	60500	60350	59300	43500	
Lower Decile	32850	34100	35400	36250	36500	38000	39350	41200	43100	46100	49050	50550	53000	52400	53400	56150	54600	55700	37450	
Mean	37100	37250	38150	39000	41500	43600	44900	48150	48650	53750	57150	60100	62650	65600	66300	72550	68050	69350	53800	
Supporting Data																				
Total Number	69	116	257	341	215	209	204	217	244	642	668	456	400	363	201	147	102	103	4954	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	7	1	4	19	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	40000	42000	44050	46200	48400	50650	53000	55350	57700	62550	69800	76800	83200	88800	93500	97150	99950	103700	76800	2.2
Upper Quartile	35800	37800	39850	41950	44150	46350	48600	50850	53100	57650	64100	69850	74550	78100	80500	81950	82700	82950	66400	2.2
Median	33650	35600	37650	39650	41650	43700	45700	47650	49550	53250	58200	62400	65750	68200	69950	71050	71700	72200	57150	4.0
Lower Quartile	32700	34450	36200	37950	39700	41450	43150	44800	46450	49500	53550	56850	59450	61300	62550	63350	63800	64100	46900	4.2
Lower Decile	31850	33400	34950	36500	38000	39450	40900	42300	43650	46150	49500	52150	54250	55800	56850	57500	57900	58200	38100	4.0
Mean	35400	37150	38900	40750	42600	44450	46350	48250	50150	53900	59250	64000	68000	71150	73500	75050	76050	77050	58350	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	41900	41350	42850	44300	48800	52550	54000	58800	57550	63350	70350	75100	80800	88350	89150	101100	99600	112850	76800	
Upper Quartile	37700	37950	38800	40450	44800	46250	48750	53050	52450	59550	64450	68700	72550	75800	79750	84500	85100	86700	66400	
Median	36350	36650	37250	37850	41200	43100	45150	48500	48950	54900	58700	62150	65550	67950	69150	71150	70700	70900	57150	
Lower Quartile	34650	35100	36400	36850	38150	41200	42200	44700	46000	51050	54200	56700	59650	60500	62250	63450	63200	62100	46900	
Lower Decile	32750	34100	35450	36250	36500	38100	39750	41650	43800	47350	50300	51450	54750	55800	56000	57200	57200	56700	38100	
Mean	37100	37400	38400	39650	42250	44600	46100	49350	49750	55250	59400	63000	67050	70700	72150	78000	75700	78600	58350	
Supporting Data																				
Total Number	67	112	253	345	207	218	219	234	274	801	862	587	609	557	311	216	163	198	6233	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	11	3	13	3	13	45	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	56400	58500	60650	62850	67300	74150	81050	87750	94150	100050	105250	109650	116850	88650	2.2
Upper Quartile	0	0	0	0	0	51900	54100	56350	58550	62950	69250	74950	79800	83700	86650	88700	90100	91550	77350	2.2
Median	0	0	0	0	0	48100	50200	52300	54400	58450	64100	68900	72700	75400	77150	78100	78550	78450	68400	2.2
Lower Quartile	0	0	0	0	0	45250	47350	49350	51300	54850	59400	62900	65500	67350	68600	69350	69800	70100	60550	4.0
Lower Decile	0	0	0	0	0	42650	44400	46150	47750	50650	54300	57050	59000	60350	61250	61800	62100	62350	53900	4.0
Mean	0	0	0	0	0	49100	51100	53100	55100	59000	64650	69650	73950	77350	79900	81750	82950	84250	70950	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	67850	62250	63550	62550	67450	74850	80600	85650	92350	95700	109300	116050	122300	88650	
Upper Quartile	0	0	0	0	0	63000	55050	59800	58350	63250	69750	74150	78000	83100	84000	88350	94750	95550	77350	
Median	0	0	0	0	0	50500	50250	51500	54650	59350	65150	68900	71150	73450	75700	78800	83450	80250	68400	
Lower Quartile	0	0	0	0	0	45600	46400	47400	49900	55200	59850	63700	65650	67300	67500	69100	71550	68900	60550	
Lower Decile	0	0	0	0	0	44050	44750	45150	47050	51100	53950	56150	60150	60200	61500	61850	64250	60250	53900	
Mean	0	0	0	0	0	54700	52500	53700	55050	59550	64900	69000	73000	76900	77450	82600	86750	86100	70950	
Supporting Data																				
Total Number	0	2	3	12	8	21	33	37	51	215	268	195	268	249	159	104	73	113	1811	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	6	1	6	3	10	28	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	39100	41050	43050	45050	47150	49250	51350	53500	55600	59800	65800	71100	75550	79050	81600	83300	84400	85350	67700	2.2
Upper Quartile	35500	37450	39450	41500	43550	45650	47750	49800	51850	55850	61150	65450	68500	70400	71300	71450	71150	70000	60750	2.2
Median	33650	35550	37500	39400	41350	43200	45050	46850	48600	51900	56200	59700	62300	64150	65400	66100	66500	66750	52750	4.4
Lower Quartile	32700	34400	36100	37800	39500	41150	42750	44300	45850	48650	52300	55200	57400	58950	59950	60550	60900	61100	42850	4.4
Lower Decile	32050	33500	34950	36350	37750	39050	40350	41600	42800	45050	47950	50250	52050	53300	54200	54750	55100	55350	37250	4.0
Mean	34650	36450	38300	40100	41950	43750	45500	47250	49000	52250	56700	60500	63550	65900	67550	68700	69350	69900	53200	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	41900	40800	42500	43350	47450	50450	50850	56700	54550	61500	65450	70050	72500	78250	81500	94800	81650	86250	67700	
Upper Quartile	37700	37900	38600	40200	44200	45450	47800	52200	51150	57650	60800	63750	67000	70000	70650	76000	72300	70250	60750	
Median	36350	36600	37250	37800	40950	42800	44200	48100	48250	53500	56850	60050	61700	62950	64400	67400	65250	63650	52750	
Lower Quartile	34650	35100	36400	36850	38050	41000	41800	44100	45500	50350	53300	55100	57150	57950	59000	60400	60100	58650	42850	
Lower Decile	32750	34050	35400	36250	36450	37850	39300	41350	43200	46100	48700	50000	52150	52100	53050	56050	54300	55250	37250	
Mean	37100	37050	38050	38950	41500	43500	44950	48500	48550	53650	56950	60050	62400	65750	66600	73700	66800	68600	53200	
Supporting Data																				
Total Number	67	110	250	333	199	197	186	197	223	586	594	392	341	308	152	112	90	85	4422	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	7	0	3	17	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	50200	52200	54250	56350	58500	62950	69800	76800	83750	90450	96700	102300	107100	115000	84650	2.2
Upper Quartile	0	0	0	0	45450	47450	49500	51550	53650	57800	64000	69900	75200	79800	83550	86550	88750	91700	71950	2.2
Median	0	0	0	0	42450	44350	46250	48150	50000	53600	58600	62950	66600	69550	71750	73300	74300	75300	62550	3.4
Lower Quartile	0	0	0	0	40300	42100	43850	45550	47200	50350	54450	57850	60500	62500	63900	64850	65400	65800	54800	3.8
Lower Decile	0	0	0	0	38250	39900	41500	43050	44550	47350	50900	53700	55800	57350	58400	59050	59400	59700	45000	4.0
Mean	0	0	0	0	43500	45250	47100	48900	50700	54300	59550	64400	68700	72300	75200	77450	79050	81150	64600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	47600	55700	49300	61300	59600	64000	71300	74450	85700	89400	93850	91000	114150	138750	84650	
Upper Quartile	0	0	0	0	45100	45900	47200	51700	56000	59850	64100	67950	75550	81400	81450	80850	92100	99400	71950	
Median	0	0	0	0	42200	43250	43800	46250	49150	55450	58800	62450	67900	70950	70800	70200	78000	71350	62550	
Lower Quartile	0	0	0	0	39500	41900	41750	42900	46000	51950	55600	57950	62650	61850	61150	64000	67650	65300	54800	
Lower Decile	0	0	0	0	37800	41050	39900	40100	42800	47000	53450	55250	57750	56100	55300	57400	62600	59600	45000	
Mean	0	0	0	0	43350	45250	44400	48050	50800	55850	60300	63800	69500	72500	72950	72600	83700	87000	64600	
Supporting Data																				
Total Number	2	7	8	8	18	11	19	27	24	70	87	93	105	102	76	44	23	29	753	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	4	6	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

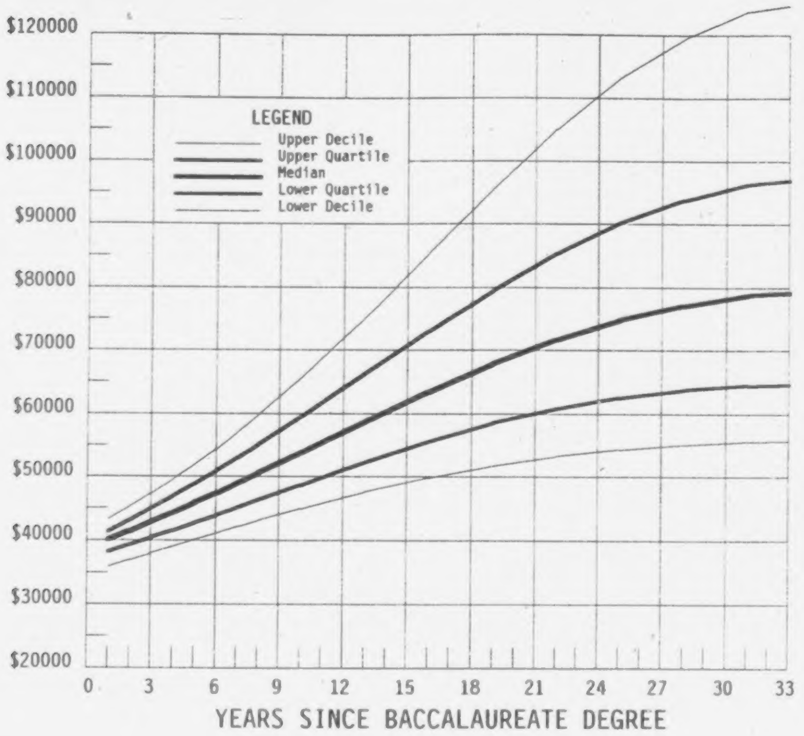
1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	65800	73200	80800	88400	95900	102950	109400	115000	124400	93850	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	62150	69400	76400	82700	88200	92650	96150	98700	102000	84400	2.2
Median	0	0	0	0	0	0	0	0	0	59250	65400	70700	75100	78550	81100	82900	84150	85500	74050	2.8
Lower Quartile	0	0	0	0	0	0	0	0	0	55650	60900	65300	68800	71450	73350	74700	75550	76400	66450	3.2
Lower Decile	0	0	0	0	0	0	0	0	0	51100	56000	60200	63600	66250	68150	69500	70400	71200	58950	3.4
Mean	0	0	0	0	0	0	0	0	0	58450	64750	70650	76000	80500	84200	87000	89050	91750	76450	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	70000	75450	81350	87950	93750	98500	100000	114150	146650	93850	
Upper Quartile	0	0	0	0	0	0	0	0	0	65000	73400	74650	82100	87500	91950	87500	94400	114600	84400	
Median	0	0	0	0	0	0	0	0	0	60500	67350	69700	74250	78850	80500	81650	79350	92500	74050	
Lower Quartile	0	0	0	0	0	0	0	0	0	56750	60500	65150	68350	71350	73250	78000	74500	77000	66450	
Lower Decile	0	0	0	0	0	0	0	0	0	48500	55550	61200	64050	68000	68300	76000	66600	65400	58950	
Mean	0	0	0	0	0	0	0	0	0	59700	66750	70500	75100	80800	82650	84100	86450	98050	76450	
Supporting Data																				
Total Number	0	1	1	0	2	0	1	8	3	15	17	32	51	50	33	10	13	17	254	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3	4	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	48650	50600	52500	54400	56300	59950	65150	69800	73850	77200	79900	81950	83450	85200	71350	2.8
Upper Quartile	0	0	0	0	44500	46500	48450	50400	52300	55850	60700	64700	67950	70350	72050	73200	73900	74450	64850	3.8
Median	0	0	0	0	42100	43900	45700	47450	49150	52300	56550	60000	62700	64650	66050	66900	67400	67800	58200	4.0
Lower Quartile	0	0	0	0	40100	41850	43500	45150	46700	49600	53300	56200	58350	59850	60850	61450	61750	61950	51550	4.4
Lower Decile	0	0	0	0	37900	39500	41000	42500	43900	46500	49800	52400	54350	55650	56550	57050	57350	57500	42750	4.4
Mean	0	0	0	0	42650	44350	46100	47800	49450	52700	57200	61050	64100	66400	68000	68950	69500	69850	58600	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	46400	55700	49400	51600	58550	62350	66300	67150	72800	75850	79400	84350	125000	71600	71350	
Upper Quartile	0	0	0	0	44000	45900	47400	46600	52750	58250	61650	63600	67850	70650	70850	72650	87500	68000	64850	
Median	0	0	0	0	41600	43250	43550	44250	48750	54700	58000	59400	64000	62650	63700	68450	72000	65600	58200	
Lower Quartile	0	0	0	0	39200	41900	41650	41900	45250	51600	55150	56750	60150	57800	57550	62000	63000	62000	51550	
Lower Decile	0	0	0	0	37600	41050	39800	37800	42600	46700	53200	53900	55050	53700	53800	56400	60000	56800	42750	
Mean	0	0	0	0	41800	45250	44350	44500	49650	54800	58750	60250	64250	64550	65550	69250	80100	71400	58600	
Supporting Data																				
Total Number	2	6	7	8	16	11	18	19	21	55	70	61	54	52	43	34	10	12	499	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

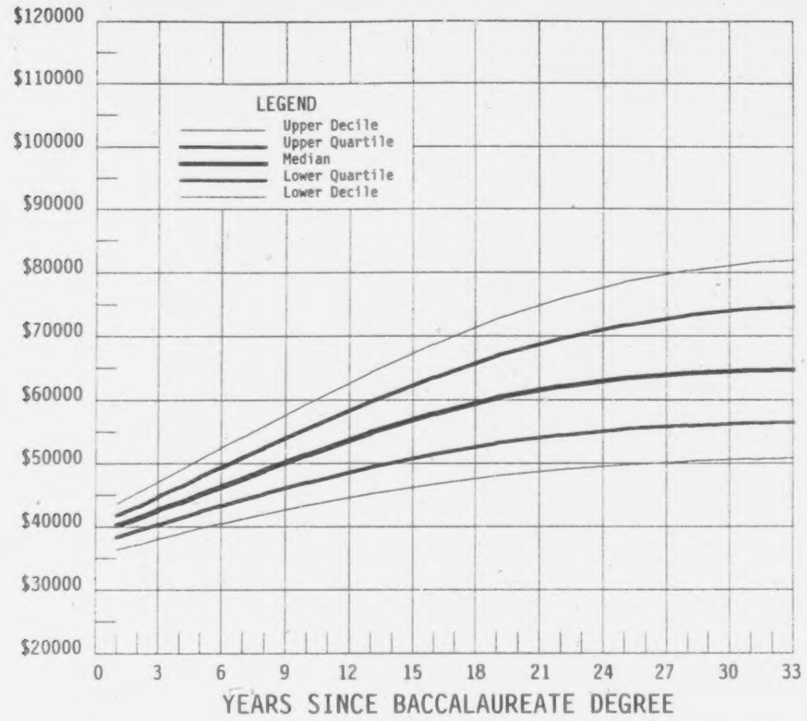
SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43300	45250	47350	49550	51900	54400	57000	59750	65600	75200	85350	95550	105050	113200	119400	123700	127600	87350	3.6
Upper Quartile	0	41400	43150	45000	46850	48850	50850	52950	55050	59450	66300	73050	79500	85300	90100	93750	96300	98800	69700	3.4
Median	0	40050	41400	42850	44300	45800	47350	48900	50500	53750	58650	63450	67850	71700	74800	77150	78800	80350	55600	3.4
Lower Quartile	0	38300	39300	40400	41500	42700	43850	45050	46300	48700	52300	55600	58500	60800	62550	63750	64500	65150	45900	3.8
Lower Decile	0	35900	36950	38000	39000	40050	41050	42100	43050	44950	47600	49850	51750	53250	54400	55150	55650	56100	41350	3.6
Mean	0	39850	41300	42800	44400	46000	47700	49400	51200	54850	60550	66200	71550	76300	80250	83250	85350	87400	60950	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43250	46500	46150	52000	51500	55400	52100	56400	65850	74500	92500	93500	122500	99250	115000	100000	135000	87350	
Upper Quartile	0	42100	44550	44000	47000	47400	52500	49050	53250	60450	67000	75500	79650	80000	92500	97500	94150	95000	69700	
Median	0	40400	42500	42350	44000	44900	48500	46700	49250	53950	60150	64400	65000	71000	76000	80000	90000	72000	55600	
Lower Quartile	0	38900	39900	40000	41500	42650	43100	44750	44550	49100	52250	56850	57650	62000	66000	69500	66000	53000	45900	
Lower Decile	0	38000	36700	36400	39000	41300	41850	42950	40850	45300	48050	50500	48300	56250	55400	55400	60000	51200	41350	
Mean	0	40450	42100	41900	44750	46250	48300	47100	49700	55000	60550	67900	71200	78400	81150	85150	81600	79950	60950	
Supporting Data																				
Total Number	9	10	17	24	20	15	14	13	19	57	55	45	33	32	26	18	10	16	433	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	2	1	0	2	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN GAS UTILITIES NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43700	45450	47150	48900	50700	52450	54200	55950	59400	64300	68800	72750	75950	78500	80350	81550	82750	69550	3.4
Upper Quartile	0	41700	43200	44750	46300	47850	49400	50950	52450	55450	59700	63550	66850	69600	71700	73250	74300	75300	58750	3.4
Median	0	40200	41350	42600	43800	45100	46350	47600	48900	51350	54850	57850	60300	62100	63400	64200	64650	65000	49800	4.2
Lower Quartile	0	38300	39350	40350	41350	42350	43350	44300	45200	47000	49450	51500	53200	54450	55400	56000	56400	56700	43400	3.8
Lower Decile	0	36300	37150	38050	38850	39700	40500	41250	42000	43400	45250	46800	48100	49100	49800	50350	50750	51200	39800	2.2
Mean	0	39900	41250	42600	43950	45300	46600	47950	49200	51700	55100	58050	60450	62350	63700	64600	65150	65600	52100	3.8
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43250	46400	46150	51200	49100	54350	49850	55500	60800	63700	70200	69200	74600	95000	0	0	76000	69550	
Upper Quartile	0	42100	44000	44000	46600	46250	50750	48500	53250	56000	61200	61650	63150	70350	78000	0	0	73000	58750	
Median	0	40400	42300	42350	43500	44300	45500	46400	48500	51650	56300	57200	60350	62500	72000	0	0	56000	49800	
Lower Quartile	0	38900	39500	40000	41250	42350	42650	44600	43600	48000	49700	51100	49250	57650	62000	0	0	51900	43400	
Lower Decile	0	38000	36600	36400	38800	41200	41650	42800	40250	44300	47300	40850	46100	51700	53000	0	0	50750	39800	
Mean	0	40450	41900	41900	43950	44600	46850	46750	49400	52000	56350	56650	57800	63450	71350	0	0	60650	52100	
Supporting Data																				
Total Number	8	10	16	24	18	13	11	12	15	44	37	19	17	17	10	8	5	10	294	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

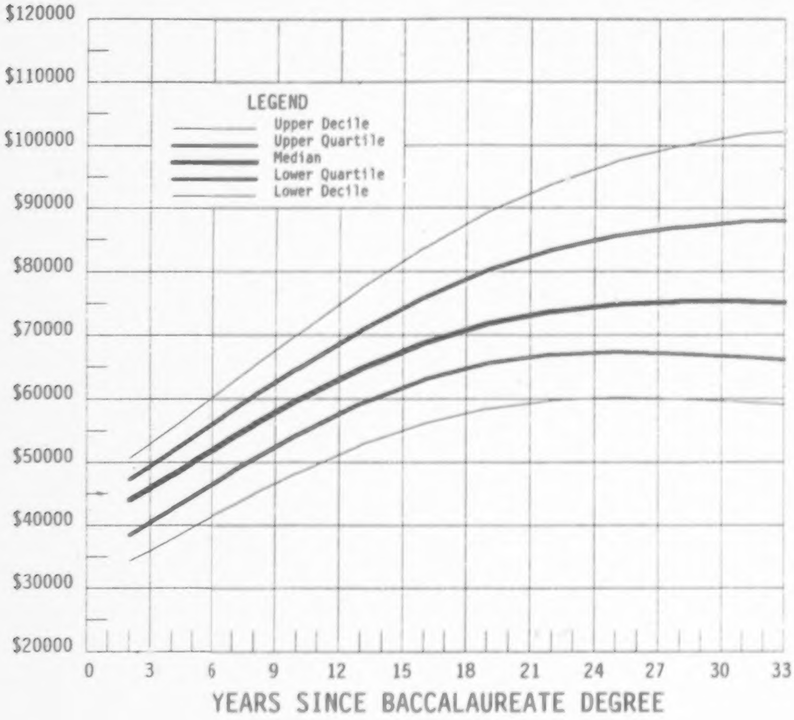
1994 ENGINEERING SALARY STATISTICS: GAS UTILITIES, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43750	45450	47300	49300	51450	53750	56200	58850	64550	74300	85200	96900	108550	119300	128200	134800	141650	86450	3.4
Upper Quartile	0	41600	43200	44900	46650	48450	50400	52400	54450	58800	65700	72800	79800	86200	91650	95900	98900	101850	68000	3.4
Median	0	40100	41400	42750	44100	45550	47000	48500	50050	53200	58000	62700	67100	70900	74050	76450	78100	79650	53900	3.4
Lower Quartile	0	38450	39350	40350	41350	42450	43600	44750	45950	48400	52050	55400	58350	60650	62400	63500	64200	64700	45050	4.0
Lower Decile	0	36000	37000	37950	38900	39900	40800	41750	42650	44450	46900	49050	50900	52400	53550	54350	54900	55400	41100	3.4
Mean	0	40100	41350	42700	44100	45600	47150	48800	50500	54100	59850	65800	71550	76850	81400	84900	87350	89750	59950	3.4
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43250	46500	46150	51800	51800	55550	52400	55200	64700	74100	86000	102500	135000	99600	117500	0	140000	86450	
Upper Quartile	0	42100	44550	44000	46100	47750	52750	49000	52600	59850	66350	73000	78650	87500	95300	96900	0	92500	68000	
Median	0	40400	42500	42350	43500	44750	48500	46400	48500	53550	59250	63200	64000	73350	75000	82500	0	72000	53900	
Lower Quartile	0	38900	39900	40000	41250	42500	42950	44600	44400	48950	51950	55500	57350	68000	63500	68350	0	52600	45050	
Lower Decile	0	38000	36700	36400	38800	41250	41800	42800	40700	45000	47950	46700	47800	60550	54950	53900	0	51050	41100	
Mean	0	40450	42100	41900	44150	46300	48300	47000	48350	54500	60200	65650	70950	83800	81700	84400	0	80500	59950	
Supporting Cata																				
Total Number	8	10	17	24	18	14	13	12	18	53	49	38	28	24	23	13	8	14	384	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	3	2	1	0	2	9	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: GAS UTILITIES, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	43450	45300	47150	49000	50800	52550	54300	56000	59200	63500	67150	70050	72300	0	0	0	0	63650	3.8
Upper Quartile	0	41600	43100	44650	46150	47700	49150	50650	52100	54900	58850	62350	65350	67800	0	0	0	0	56050	3.2
Median	0	40300	41350	42400	43500	44600	45700	46850	48000	50400	54000	57750	61500	65150	0	0	0	0	48550	2.2
Lower Quartile	0	38400	39350	40350	41300	42200	43150	44050	44950	46650	49050	51200	53100	54700	0	0	0	0	42900	2.2
Lower Decile	0	36000	37000	37950	38850	39750	40550	41350	42100	43400	44950	46000	46650	46950	0	0	0	0	39400	2.2
Mean	0	39900	41200	42450	43750	45000	46250	47500	48700	51050	54300	57150	59650	61650	0	0	0	0	50650	3.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	43250	46400	46150	50600	49400	54500	49900	54600	61050	63200	69600	66000	74000	0	0	0	0	63650	
Upper Quartile	0	42100	44000	44000	45500	46250	51500	48250	52500	55800	60000	60000	62600	71350	0	0	0	0	56050	
Median	0	40400	42300	42350	43000	44000	44000	46100	47000	51650	55000	56000	59000	68000	0	0	0	0	48550	
Lower Quartile	0	38900	39500	40000	41000	42200	42500	44450	43250	47950	49500	50000	48750	60650	0	0	0	0	42900	
Lower Decile	0	38000	36600	36400	38600	41100	41600	42650	40100	44150	47100	40400	45500	51500	0	0	0	0	39400	
Mean	0	40450	41900	41900	43200	44500	46700	46600	47650	51950	55600	55400	56750	64700	0	0	0	0	50650	
Supporting Data																				
Total Number	7	10	16	24	16	12	10	11	14	42	32	16	15	10	7	4	4	9	259	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

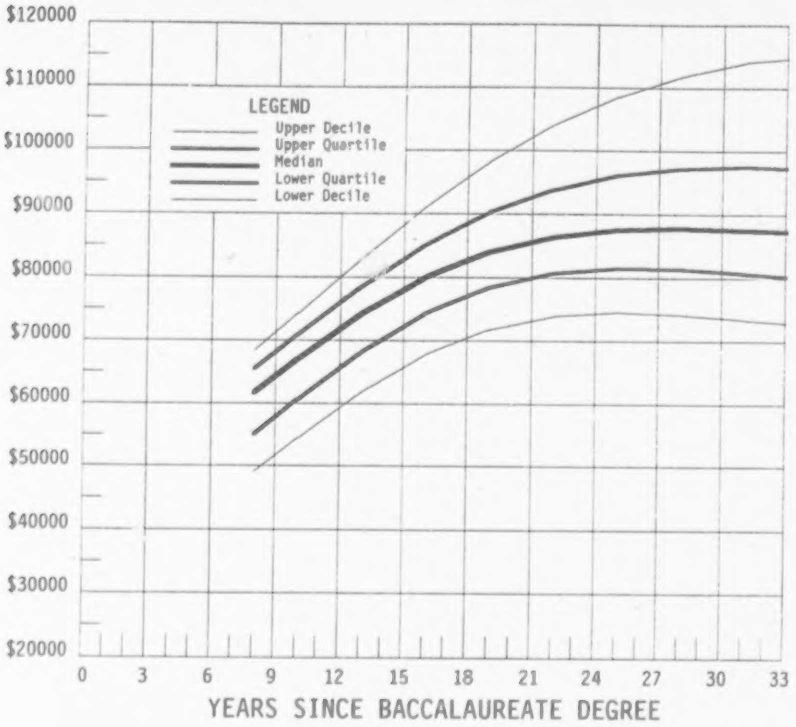
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	50600	52950	55350	57750	60250	62700	65200	70100	77250	83700	89350	93900	97450	100000	101700	103700	87450	2.2
Upper Quartile	0	0	47300	49450	51650	53850	56050	58250	60450	64700	70700	75900	80150	83350	85600	87000	87850	88400	74700	2.2
Median	0	0	43950	45950	48000	50000	52000	54000	55950	59700	64700	68800	71800	73750	74850	75300	75300	74650	65750	2.2
Lower Quartile	0	0	38450	40450	42500	44500	46550	48550	50550	54300	59250	63050	65600	67000	67400	67150	66600	65000	56350	2.2
Lower Decile	0	0	34250	36000	37800	39650	41450	43200	45000	48350	52750	56150	58450	59750	60150	60000	59500	58150	48250	2.2
Mean	0	0	43050	45100	47200	49300	51400	53500	55600	59650	65200	69850	73500	76050	77650	78500	78800	78550	67200	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	53450	52450	55500	56650	59500	63650	66500	70950	77500	83500	87050	91550	95850	99250	110250	103250	87450	
Upper Quartile	0	0	48350	49150	51150	52900	55700	58650	61850	66000	71250	74800	77750	80850	85500	88350	91100	88750	74700	
Median	0	0	44250	45700	47700	49900	51750	54100	56950	60800	65600	68250	70050	71050	72500	76450	77900	76150	65750	
Lower Quartile	0	0	37950	40800	42800	45150	47150	48900	51000	55000	60200	62200	64000	64700	65750	67650	68100	66800	56350	
Lower Decile	0	0	33200	35300	38950	41100	42600	44650	45600	49500	52800	54800	56350	57450	58550	61400	61650	59800	48250	
Mean	0	0	43850	44950	47650	49500	51700	54100	56550	60550	65700	68950	71350	73350	76550	79800	82050	79500	67200	
Supporting Data																				
Total Number	101	126	235	315	368	544	658	803	893	2740	2719	2352	1820	1643	1514	1288	1101	1560	20778	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	2	26	27	33	20	110	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	

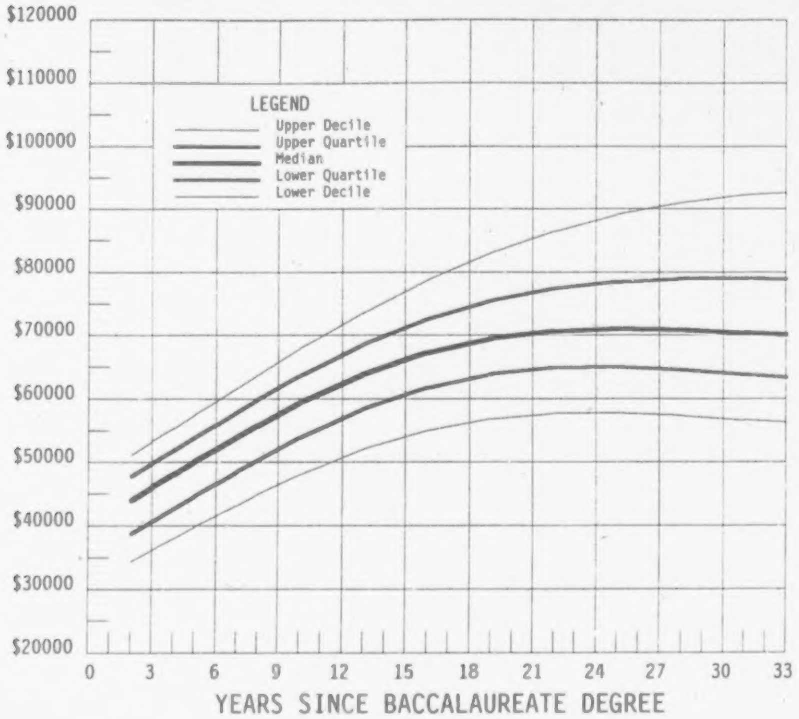
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	68400	74300	82950	91050	98150	104050	108600	111850	114050	116500	104250	2.2
Upper Quartile	0	0	0	0	0	0	0	0	65450	70900	78550	85100	90250	93850	96100	97200	97550	97000	90450	2.2
Median	0	0	0	0	0	0	0	0	61700	67050	74250	79950	84000	86400	87550	87800	87550	86600	82750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	55000	60600	68200	74250	78400	80700	81500	81400	80750	79150	75250	2.2
Lower Decile	0	0	0	0	0	0	0	0	49000	54400	61800	67750	71800	73900	74550	74200	73450	71600	67000	2.2
Mean	0	0	0	0	0	0	0	0	59800	65400	73350	80150	85350	88850	90750	91400	91250	89900	84550	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	74000	80000	85150	89650	92800	98950	110000	114050	121050	115150	104250	
Upper Quartile	0	0	0	0	0	0	0	0	70550	75700	80550	84950	86950	90900	93450	94700	105800	98100	90450	
Median	0	0	0	0	0	0	0	0	64800	70550	75800	79300	81650	83800	86500	87550	90350	87900	82750	
Lower Quartile	0	0	0	0	0	0	0	0	52650	64400	69750	74250	76350	77800	80050	81750	82550	80650	75250	
Lower Decile	0	0	0	0	0	0	0	0	44800	58250	64150	68250	69650	69400	72450	76100	75400	72950	67000	
Mean	0	0	0	0	0	0	0	0	61700	70200	75750	79700	82100	84850	89350	91300	95400	91250	84550	
Supporting Data																				
Total Number	1	0	7	7	7	20	12	23	41	185	361	437	420	436	458	441	359	452	3670	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	2	20	18	22	13	77	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT NON-SUPERVISORS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	51150	53250	55350	57450	59550	61650	63750	67850	73600	78700	83000	86450	89100	91000	92250	93750	77750	2.2
Upper Quartile	0	0	47700	49750	51800	53850	55900	57900	59850	63550	68500	72500	75450	77400	78450	78950	79000	78450	70350	2.2
Median	0	0	44000	46000	48050	50050	52000	53950	55800	59300	63800	67250	69450	70650	71050	70850	70400	69050	63300	2.2
Lower Quartile	0	0	38650	40600	42600	44550	46550	48450	50300	53850	58400	61750	63850	64850	64950	64500	63800	62050	54300	2.2
Lower Decile	0	0	34450	36200	38000	39750	41500	43200	44900	48000	52050	55000	56850	57700	57750	57350	56700	55100	47200	2.2
Mean	0	0	43250	45250	47250	49250	51250	53200	55150	58800	63650	67550	70350	72050	72950	73200	73050	72200	63500	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	52300	52350	55250	56000	59300	63250	65700	69700	74350	76650	79200	82150	88850	92550	96100	96800	77750	
Upper Quartile	0	0	48050	49150	51050	52850	55600	58500	61550	65150	69550	71450	73000	73550	75250	79400	82450	81850	70350	
Median	0	0	44150	45800	47700	50000	51700	54100	56800	60350	64550	66550	67650	68550	69100	70700	71800	71500	63300	
Lower Quartile	0	0	37950	41000	42800	45350	47100	48950	50900	54550	59050	60850	61850	62700	63150	64850	65300	64350	54300	
Lower Decile	0	0	32950	35600	38900	41500	42650	44650	45650	49100	51950	53400	54750	55250	55700	58800	59950	56900	47200	
Mean	0	0	43400	45000	47500	49450	51550	54000	56300	59850	64150	66450	68150	69200	71000	73850	75600	74700	63500	
Supporting Data																				
Total Number	101	126	227	308	362	523	645	780	851	2554	2357	1914	1399	1207	1056	847	742	1108	17108	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	9	11	7	33	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	46000	47950	49900	51950	53950	56000	58100	60150	62250	66400	72500	78250	83550	88200	92150	95400	97950	101500	79150	2.2
Upper Quartile	42600	44350	46100	47900	49700	51450	53250	55000	56750	60150	64900	69200	72850	75900	78350	80200	81550	83350	67550	2.2
Median	38600	40200	41800	43400	45050	46700	48300	49900	51450	54450	58500	62000	64750	66850	68300	69250	69800	70300	57150	2.2
Lower Quartile	34750	36150	37600	39000	40450	41850	43250	44600	45950	48500	52000	54900	57200	58900	60050	60800	61200	61500	48200	2.2
Lower Decile	31200	32550	33900	35250	36600	37900	39200	40450	41700	44050	47050	49500	51250	52400	53000	53300	53300	52950	42300	2.2
Mean	38750	40350	42000	43650	45300	46950	48600	50250	51900	55050	59450	63350	66600	69150	71100	72450	73400	74450	59700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	44650	49800	52350	52400	55000	55400	56500	59400	62150	65100	72300	79650	84650	92250	93400	94550	99300	97700	79150	
Upper Quartile	41750	46350	47350	48450	49850	50750	51750	53900	55950	59950	66400	70000	72650	74100	77900	84150	85200	80900	67550	
Median	38500	42750	42550	43100	45000	46100	47300	48900	50550	54050	60100	62600	64950	66650	67250	69700	71700	69350	57150	
Lower Quartile	32650	38700	36550	38400	41100	42400	43400	45000	46100	49100	52200	53700	56250	58350	58850	62300	63200	61700	48200	
Lower Decile	28100	36450	31500	33800	37700	38700	40900	41550	42850	44850	46900	48150	49450	50350	51450	54850	55000	54450	42300	
Mean	37000	43350	42700	43400	45900	46900	47950	49800	51650	54650	60150	63450	66600	68800	70600	74150	75850	73200	59700	
Supporting Data																				
Total Number	78	93	158	191	183	244	250	297	286	742	691	557	401	407	352	248	221	505	5905	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	5	2	18	
Less Than $22000	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	65350	68500	74850	84200	92800	100250	106200	110550	113450	115200	116700	105150	2.2
Upper Quartile	0	0	0	0	0	0	0	59850	62350	67350	74400	80600	85700	89500	92150	93750	94600	95050	87400	2.2
Median	0	0	0	0	0	0	0	52550	54950	59700	66450	72400	77100	80550	82750	83950	84450	84250	75900	2.2
Lower Quartile	0	0	0	0	0	0	0	47400	49700	54150	60500	65950	70200	73100	74800	75550	75650	74900	66800	2.2
Lower Decile	0	0	0	0	0	0	0	43100	45350	49850	56200	61550	65400	67750	68750	68800	68250	66400	59100	2.2
Mean	0	0	0	0	0	0	0	53650	56250	61400	68750	75200	80400	84100	86450	87650	88050	87550	78850	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	61850	0	68800	73400	74750	80900	86100	107500	102250	120200	120400	112950	113250	105150	
Upper Quartile	0	0	0	0	0	48600	0	66000	69550	70750	74250	77800	88100	83350	94200	94500	94500	96350	87400	
Median	0	0	0	0	0	40050	0	56000	52450	64100	67700	72800	78550	74850	82850	86250	85600	84350	75900	
Lower Quartile	0	0	0	0	0	36850	0	47000	50200	60250	64250	64850	68750	67850	73500	76150	74850	77400	66800	
Lower Decile	0	0	0	0	0	35500	0	43400	43650	53400	60300	60400	64950	62900	67450	68500	69050	68150	59100	
Mean	0	0	0	0	0	44450	0	55600	57350	64850	69850	73500	81450	78200	88500	90100	88050	87950	78850	
Supporting Data																				
Total Number	1	0	4	5	5	14	4	15	16	39	70	65	64	83	73	68	57	122	705	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	2	2	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, NON-SUPERVISORY, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	45950	47900	49800	51750	53750	55700	57650	59550	61500	65200	70400	75050	79050	82300	84900	86850	88300	90150	72800	2.2
Upper Quartile	42650	44400	46150	47900	49650	51350	53050	54750	56350	59500	63650	67100	69800	71750	73050	73850	74250	74450	64750	2.2
Median	38750	40350	41900	43500	45050	46600	48100	49600	51100	53850	57550	60600	62950	64600	65700	66350	66650	66750	55000	2.2
Lower Quartile	35000	36350	37750	39150	40550	41900	43250	44550	45800	48200	51350	53900	55850	57200	58000	58450	58650	58600	47300	2.2
Lower Decile	31350	32700	34000	35350	36650	37950	39200	40450	41600	43850	46650	48850	50350	51250	51700	51750	51650	51150	41850	2.2
Mean	38850	40450	42050	43650	45300	46900	48450	50000	51550	54450	58400	61650	64250	66150	67450	68250	68700	68950	57100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	44100	49800	51450	52500	54850	55150	56000	58700	61300	63900	70950	77300	75900	87500	85950	87250	95050	85100	72800	
Upper Quartile	41650	46350	46900	48600	49850	50850	51650	53500	55700	59250	65200	67800	70150	71200	70800	74350	76900	73850	64750	
Median	38450	42750	42300	43300	44950	46200	47300	48800	50300	53600	58750	61450	62750	64650	64850	66000	68500	66000	55000	
Lower Quartile	32600	38700	36400	38650	41150	42700	43450	44950	46000	48850	51600	52750	54750	56350	55850	60100	60700	59500	47300	
Lower Decile	28100	36450	31450	33700	37550	39350	41050	41450	42800	44650	46300	47400	48300	49150	50450	53350	53300	52900	41850	
Mean	36650	43350	42200	43600	45750	47050	47950	49500	51350	54100	59050	62100	63800	66400	65900	68100	71650	68500	57100	
Supporting Data																				
Total Number	77	93	155	186	178	231	246	282	269	703	622	492	337	324	279	180	164	383	5200	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	4	
Less Than $22000	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	51950	54450	56950	59500	62050	64650	69700	77000	83500	89000	93250	96350	98450	99700	100800	85150	2.2
Upper Quartile	0	0	0	49600	51850	54050	56300	58500	60700	65000	70950	76000	80000	82950	84900	86050	86600	86750	73650	2.2
Median	0	0	0	47000	49050	51050	53050	55000	56900	60500	65250	69000	71650	73300	74100	74300	74100	73250	65400	2.2
Lower Quartile	0	0	0	42950	44950	46950	48950	50900	52750	56300	60800	64100	66150	67050	67150	66700	65950	64200	57750	2.2
Lower Decile	0	0	0	38900	40800	42750	44650	46500	48300	51700	55950	58950	60750	61400	61200	60550	59650	57700	51150	2.2
Mean	0	0	0	46050	48200	50350	52450	54600	56650	60650	66100	70550	73900	76100	77300	77850	77850	77200	67300	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	51200	53650	55750	59150	62800	65800	70900	77750	82950	85400	89350	94600	99650	111600	99000	85150	
Upper Quartile	0	0	0	49250	51100	53600	56000	59100	62200	66200	71550	74950	76300	81050	84150	87250	90400	87800	73650	
Median	0	0	0	47450	48600	51250	53200	55450	58250	61550	66050	68150	69200	70450	71750	75250	76550	76050	65400	
Lower Quartile	0	0	0	44800	45800	48600	50200	52150	53900	56900	61200	62800	63750	64400	65750	67000	67100	67750	57750	
Lower Decile	0	0	0	41850	40800	44800	46650	48450	50100	52550	55850	57050	57800	58550	60150	61500	61650	60900	51150	
Mean	0	0	0	46800	48250	51100	53000	55600	57950	61600	66600	69300	70750	72800	76350	79350	81850	78900	67300	
Supporting Data																				
Total Number	11	14	65	118	174	283	370	450	519	1573	1524	1227	885	768	697	607	503	619	10405	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	15	13	16	5	51	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	69100	74850	83250	90850	97350	102500	106250	108800	110400	111850	98050	2.2
Upper Quartile	0	0	0	0	0	0	0	0	66350	71850	79450	85750	90450	93550	95200	95750	95600	94300	88600	2.2
Median	0	0	0	0	0	0	0	0	62450	67800	75000	80700	84600	86700	87350	87000	86150	83700	81750	2.2
Lower Quartile	0	0	0	0	0	0	0	0	56350	62050	69800	75950	79900	81750	81900	80950	79450	76050	75050	2.2
Lower Decile	0	0	0	0	0	0	0	0	50800	56450	64200	70300	74150	75700	75450	74100	72300	68400	68350	2.2
Mean	0	0	0	0	0	0	0	0	60950	66650	74550	81100	85850	88750	89950	90000	89400	87200	83400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	74650	79800	85850	89900	89750	96950	106450	112300	120900	110050	98050	
Upper Quartile	0	0	0	0	0	0	0	0	70850	76450	81550	84950	86050	89750	92250	94950	106300	94600	88600	
Median	0	0	0	0	0	0	0	0	67800	71400	76900	79900	81000	84150	85750	85950	89350	86300	81750	
Lower Quartile	0	0	0	0	0	0	0	0	58900	66150	72000	75550	75500	79350	79100	81100	81200	79300	75050	
Lower Decile	0	0	0	0	0	0	0	0	54150	58900	68350	69650	70100	70950	71650	75750	74800	71550	68350	
Mean	0	0	0	0	0	0	0	0	64550	70800	77100	80150	81050	84700	88750	90200	94500	88850	83400	
Supporting Data																				
Total Number	0	0	2	0	0	5	6	9	25	127	251	283	214	214	223	203	157	191	1910	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	0	13	7	9	5	37	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, NON-SUPERVISORY, MS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	52850	54900	56950	58950	61000	63000	66950	72450	77300	81400	84650	87100	88850	90050	91400	75200	2.2
Upper Quartile	0	0	0	50150	52150	54150	56150	58100	60000	63550	68200	71900	74550	76250	77100	77400	77350	76650	69300	2.2
Median	0	0	0	47150	49150	51100	53000	54900	56700	60000	64250	67300	69250	70200	70350	70050	69500	68050	63100	2.2
Lower Quartile	0	0	0	43200	45200	47100	49050	50900	52700	56000	60100	62950	64600	65150	64950	64300	63450	61600	56100	2.2
Lower Decile	0	0	0	39200	41100	42950	44800	46550	48300	51450	55300	57900	59250	59550	59150	58300	57300	55200	50250	2.2
Mean	0	0	0	46400	48400	50350	52350	54250	56100	59650	64250	67800	70300	71800	72450	72550	72250	71300	63650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	51200	53650	55600	58900	62600	64700	69300	73350	74750	76400	78900	84250	94350	97500	94300	75200	
Upper Quartile	0	0	0	49250	51100	53500	55900	59000	61800	65150	69000	70600	71550	72100	73650	77500	82400	80900	69300	
Median	0	0	0	47450	48600	51250	53150	55450	58050	61050	64700	66150	66850	67650	68750	70050	70900	71650	63100	
Lower Quartile	0	0	0	44800	45800	48600	50150	52200	53750	56600	60450	61200	62000	62500	63450	64750	65050	65400	56100	
Lower Decile	0	0	0	41850	40800	45100	46550	48500	50100	52150	54800	55950	56450	56750	57500	59350	60550	58250	50250	
Mean	0	0	0	46800	48250	50950	52800	55500	57600	60750	64550	66050	67450	68150	70500	73850	76100	74500	63650	
Supporting Data																				
Total Number	11	14	63	118	174	278	364	441	494	1446	1273	944	671	554	473	403	345	428	8495	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	7	0	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	65000	67500	72450	79700	86350	92250	97200	101150	104150	106300	109100	94600	2.2
Upper Quartile	0	0	0	0	0	0	0	61150	63450	67850	74000	79450	83900	87300	89750	91350	92350	93200	84000	2.2
Median	0	0	0	0	0	0	0	57200	59250	63200	68550	73050	76500	78900	80450	81200	81550	81350	73300	2.2
Lower Quartile	0	0	0	0	0	0	0	52050	54300	58600	64250	68600	71400	72750	73000	72500	71650	69500	67200	2.2
Lower Decile	0	0	0	0	0	0	0	47900	50300	54900	60900	65350	67950	68800	68450	67300	65850	62800	62100	2.2
Mean	0	0	0	0	0	0	0	56700	59000	63550	69800	75000	78950	81650	83250	83950	84050	83450	76900	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	75050	73400	74900	79750	85850	88950	94350	98400	101850	112250	113250	94600	
Upper Quartile	0	0	0	0	0	0	0	69800	68750	70350	74500	77350	82000	84350	89150	90950	93850	96600	84000	
Median	0	0	0	0	0	0	0	65200	64200	66100	69400	71450	74150	75000	78950	82150	83450	84350	73300	
Lower Quartile	0	0	0	0	0	0	0	58100	59050	62050	65100	67500	68750	69700	70450	71800	72650	73950	67200	
Lower Decile	0	0	0	0	0	0	0	56050	56600	58550	61500	64300	64750	65650	65450	66850	66450	67600	62100	
Mean	0	0	0	0	0	0	0	64700	64000	66950	70450	73500	75900	78200	81400	83750	86000	87550	76900	
Supporting Data																				
Total Number	13	18	12	6	11	16	38	57	88	425	503	568	534	467	466	433	376	437	4467	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	9	11	13	40	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

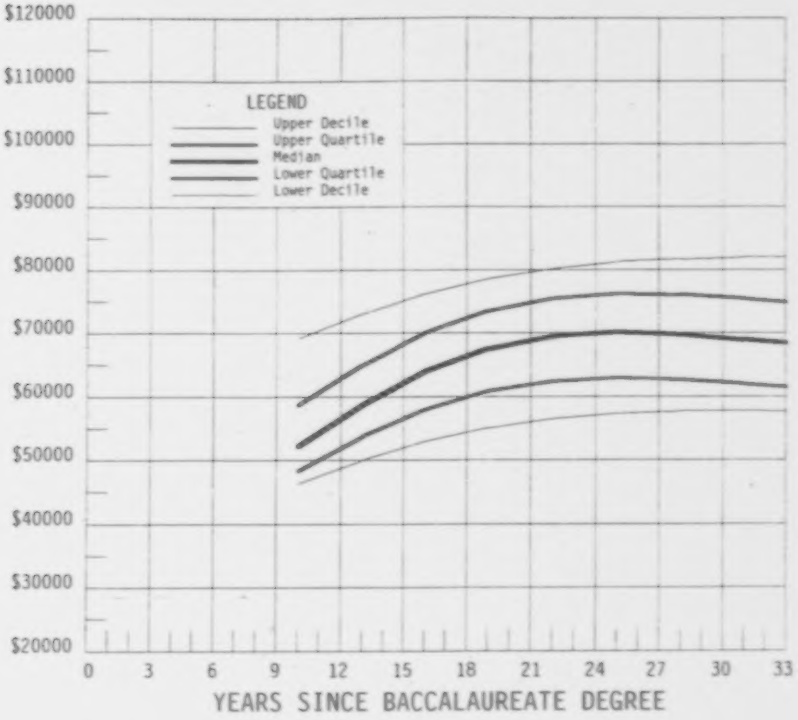
1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	73400	82050	90200	97550	103850	109000	113050	116000	119950	111800	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	70100	77900	84750	90450	94850	97950	100050	101350	102600	94700	2.2
Median	0	0	0	0	0	0	0	0	0	66500	74000	80300	85050	88200	90100	91000	91250	90950	87300	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	60500	68450	75150	80050	83100	84650	85100	84900	83850	81250	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	55200	63550	70650	75850	79100	80600	80900	80550	79100	76300	2.2
Mean	0	0	0	0	0	0	0	0	0	65800	74050	81200	86850	90850	93300	94650	95250	95300	90400	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	89750	89050	89850	93000	99750	107700	114000	122850	119350	111800	
Upper Quartile	0	0	0	0	0	0	0	0	0	81850	80800	87000	88000	93850	94850	94650	109250	105350	94700	
Median	0	0	0	0	0	0	0	0	0	74400	77350	81400	83250	86650	88250	89800	92850	93450	87300	
Lower Quartile	0	0	0	0	0	0	0	0	0	67250	70150	76500	79050	81450	82500	84150	86500	86000	81250	
Lower Decile	0	0	0	0	0	0	0	0	0	64100	61200	72950	75200	77800	78150	80750	81400	81000	76300	
Mean	0	0	0	0	0	0	0	0	0	77350	77400	82850	83950	89150	90600	93100	99300	97350	90400	
Supporting Data																				
Total Number	0	0	2	2	2	2	2	0	0	19	41	90	142	138	162	169	144	140	1055	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	5	11	5	26	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT, NON-SUPERVISORY, PHD

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	63700	65900	68100	72300	78150	83300	87500	90800	93200	94850	95900	97000	87050	2.2
Upper Quartile	0	0	0	0	0	0	60150	62100	63950	67500	72300	76200	79250	81350	82750	83550	83950	84000	76100	2.2
Median	0	0	0	0	0	0	56400	58350	60250	63750	68250	71600	73850	75000	75400	75250	74800	73550	70550	2.2
Lower Quartile	0	0	0	0	0	0	50750	53000	55150	59300	64450	68150	70250	71000	70650	69750	68550	66050	65750	2.2
Lower Decile	0	0	0	0	0	0	46600	49000	51350	55800	61400	65300	67300	67600	66800	65350	63700	60400	60850	2.2
Mean	0	0	0	0	0	0	55500	57700	59800	63850	69150	73250	76100	77700	78350	78350	77900	76550	72700	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	71550	75050	73400	74100	78900	82050	84950	84700	92900	93450	95450	105200	87050	
Upper Quartile	0	0	0	0	0	0	67150	69800	68750	69950	73550	74650	75850	75850	81800	83700	85250	89800	76100	
Median	0	0	0	0	0	0	63800	65200	64200	65900	69050	70300	71500	71900	72750	74000	75300	79250	70550	
Lower Quartile	0	0	0	0	0	0	57750	58100	59050	61900	65050	66650	67300	68200	68300	69050	69150	70850	65750	
Lower Decile	0	0	0	0	0	0	55500	56050	56600	58400	61550	63850	64200	64650	63450	64650	64400	65650	60850	
Mean	0	0	0	0	0	0	63350	64700	64000	66450	69850	71750	73000	73650	76500	77750	77750	82950	72700	
Supporting Data																				
Total Number	13	18	10	4	9	14	36	57	88	405	463	478	392	329	304	264	232	297	3413	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	7	15	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



1994 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	%
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	69100	73050	76200	78600	80200	81250	81750	82000	81950	80300	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	58600	64950	70000	73500	75500	76200	76050	75400	73450	71500	2.2
Median	0	0	0	0	0	0	0	0	0	52250	58700	63950	67550	69550	70150	69800	68950	66650	63000	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48350	53700	57950	60850	62400	62900	62650	62000	60200	54600	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	46400	50000	52950	55100	56550	57350	57700	57750	57400	48450	2.2
Mean	0	0	0	0	0	0	0	0	0	54500	60000	64500	67650	69550	70400	70450	70050	68700	63650	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	68800	75400	75600	72800	78600	87650	83150	0	80250	80300	
Upper Quartile	0	0	0	0	0	0	0	0	0	58000	68500	67850	68650	75000	83000	74350	0	72750	71500	
Median	0	0	0	0	0	0	0	0	0	52400	58500	64350	65350	69000	74650	67600	0	66500	63000	
Lower Quartile	0	0	0	0	0	0	0	0	0	48700	52750	59000	60650	59200	66650	63250	0	59500	54600	
Lower Decile	0	0	0	0	0	0	0	0	0	46700	48950	55100	52400	56300	57600	60100	0	56600	48450	
Mean	0	0	0	0	0	0	0	0	0	54550	60600	64550	64250	67600	76650	69900	0	67750	63650	
Supporting Data																				
Total Number	2	1	2	2	2	4	5	9	7	28	23	21	18	24	24	21	9	29	231	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

1994 ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING, BS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals	Z
Smooth Curve Data																				
Upper Decile	0	0	0	0	0	0	0	0	0	62200	68800	74300	78400	81050	82500	83000	82850	81750	79600	2.2
Upper Quartile	0	0	0	0	0	0	0	0	0	55700	62650	68400	72500	74900	75800	75600	74850	72600	70400	2.2
Median	0	0	0	0	0	0	0	0	0	51400	57950	63300	67050	69150	69850	69550	68700	66400	62400	2.2
Lower Quartile	0	0	0	0	0	0	0	0	0	48050	53250	57500	60450	62150	62850	62750	62250	60750	54050	2.2
Lower Decile	0	0	0	0	0	0	0	0	0	45750	49750	52950	55300	56800	57600	57900	57850	57250	48050	2.2
Mean	0	0	0	0	0	0	0	0	0	52850	58800	63700	67300	69450	70450	70550	70150	68600	63100	2.2
Raw (Unsmoothed) Statistics																				
Upper Decile	0	0	0	0	0	0	0	0	0	61200	71800	75600	73200	78700	87500	83250	0	81250	79600	
Upper Quartile	0	0	0	0	0	0	0	0	0	56000	62750	67850	69000	75000	82500	73500	0	71800	70400	
Median	0	0	0	0	0	0	0	0	0	51500	57500	64350	65200	68500	74000	66800	0	66500	62400	
Lower Quartile	0	0	0	0	0	0	0	0	0	48300	52250	59000	60350	59000	66650	63000	0	60250	54050	
Lower Decile	0	0	0	0	0	0	0	0	0	46100	48650	55100	52100	56250	60000	58800	0	56500	48050	
Mean	0	0	0	0	0	0	0	0	0	52750	59300	64550	64150	67350	76900	69350	0	68000	63100	
Supporting Data																				
Total Number	2	1	2	2	1	4	5	9	7	24	21	21	17	23	20	17	9	25	210	
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

APPENDICES:

List of Survey Participants, by Industry Sector

Copies of the Survey Instruments

Blank Form for Plotting Curves

1994 SALARY SURVEY PARTICIPANTS: INDUSTRY SECTORS

NOTE: EWC has been working for some time to sharpen its system for the assignment of establishments to industrial sectors. One change in 1994 is that our data collection instrument now asks employers for their Industry Code according to the Standard Industrial Classification Manual. This has helped us to better classify participating companies in 1994.

AEROSPACE

Auto Air Composites, Inc., Lansing, Michigan (also classed with Rubber & Plastic)
Contraves Inc., Pittsburgh, Pennsylvania
CTL-Aerospace Inc., Cincinnati, Ohio
Dynamic Controls Corporation, South Windsor, Connecticut (primary classification: Electronic Equipment)
Graef, Anhalt, Schloemer & Associates, Inc., Milwaukee, Wisconsin
Grumman Corporation, Bethpage, New York (also classed with Electronic Equipment)
Litton Instruments & Life Support, Davenport, Iowa (also classed with Electronic Equipment, Precision Instruments)
Lockheed Fort Worth Company, Fort Worth, Texas (also classed with Electronic Equipment)
Teledyne Brown Engineering, Aerospace Group, Huntsville, Alabama

CHEMICALS, DRUGS & PLASTICS

Cook Composites & Polymers Company, North Kansas, Missouri
Dixie Chemical Company, Inc., Houston, Texas
Dow Chemical U.S.A., Midland, Michigan
E.I. Du Pont de Nemours & Company, Wilmington, Delaware
Martin Marietta Utility Services, Inc., Piketon, Ohio
Mobil Corporation, Fairfax, Virginia (primary classification: Petroleum)
Nalco Chemical Company, Naperville, Illinois
Napp Technologies, Lodi, New Jersey
National Starch & Chemical Company, Bridgewater, New Jersey
Scott Specialty Gases, Inc., Plumsteadville, Pennsylvania
Toray Plastics America, Inc., North Kingstown, Rhode Island (primary classification: Rubber & Plastic)

COMMUNICATION

ARINC, Inc., Annapolis, Maryland
GTE Laboratories, Inc., Waltham, Massachusetts (primary classification: Research Organizations)
Lincoln Telephone Company, Lincoln, Nebraska
MCI Communications Corporation, Washington, D.C.
Southwestern Bell Technology Resources, St. Louis, Missouri (also classed with Research Organizations)
U.S. West Technologies, Boulder, Colorado

CONSULTING SERVICES

Boyd, Brown, Stude & Cambern, Chtd., Kansas City, Missouri
Burgess & Niple, Limited, Columbus, Ohio
Centerline Engineering Corporation, Wexford, Pennsylvania
CH2M Hill, Inc., Englewood, Colorado (also classed with Engineering Services)

Clyde E. Williams & Associates, Inc., South Bend, Indiana (also classed with Environmental Services)
Commonwealth Technology, Inc. - Environmental, Lexington, Kentucky (also classed with Environmental Services)
CQ, Inc., Homer City, Pennsylvania (primary classification: Engineering Services)
Creare, Inc., Hanover, New Hampshire (primary classification: Engineering Services)
CSA Engineering, Inc., Palo Alto, California (primary classification: Engineering Services)
Daniel, Mann, Johnson & Mendenhall, Washington, D.C. (also classed with Engineering Services)
De Leuw, Cather & Company, Washington, DC
Disneyland, Anaheim, California
Dynamac Corp., Rockville, Maryland (primary classification: Environmental Services)
Ecology and Environment, Inc., Lancaster, New York (primary classification: Environmental Services)
First Brands Corporation, East Hartford, Connecticut (primary classification: Rubber & Plastic)
Foster-Miller, Inc., Waltham, Massachusetts (primary classification: Research Organizations)
Fugro, Inc., Houston, Texas (also classed with Engineering Services)
Gannett Fleming, Inc., Harrisburg, Pennsylvania
Greeley and Hansen, Chicago, Illinois
Haldor Topsoe, Inc., Houston, Texas (primary classification: Other Durable Goods)
Hardesty & Hanover, New York, New York
Hedges & Roth Engineering, Inc., Bellevue, Washington
Hopper and Associates, Redondo Beach, California (also classed with Engineering Services)
ICF Kaiser Engineers, Inc., Oakland, California (also classed with Environmental Services)
Jacobs Associates, San Francisco, California
Kernan P. Dennis, Electrical Consultant, Seattle, Washington
Kleinfelder, Inc., Las Vegas, Nevada (also classed with Environmental Services)
Lawler, Matusky & Skelby Engineers, Pearl River, New York (also classed with Environmental Services)
Linnhoff March, Inc., Houston, Texas (also classed with Software Engineering)
LRA, Inc., Lexington, Massachusetts (also classed with Precision Instruments, Electronic Equipment)
Nielsen-Wurster Group, Inc., Princeton, New Jersey
PDI Corporation, Annapolis, Maryland (also classed with Electronic Equipment)
Phoenix Consulting Inc., Cincinnati, Ohio (also classed with Other Transportation Equipment, Electronic Equipment)
Port Authority of New York & New Jersey, New York, New York
Re/Spec, Inc., Rapid City, South Dakota (primary classification: Research Organizations)
RMT, Inc., Madison, Wisconsin (also classed with Environmental Services)
Robert H. Fuller & Associates, Inc., Columbus, Ohio
Rushmore Electric Power Cooperative, Rapid City, South Dakota (primary classification: Electric Utilities)
Sargent & Lundy, Chicago, Illinois
Schaaf & Wheeler, San Jose, California (also classed with Engineering Services)
SDRC Engineering Services Division, San Diego, California (primary classification: Engineering Services)
Squier Associates, Inc., Lake Oswego, Oregon
Stanley Consultants, Inc., Muscatine, Iowa
Sverdrup Civil, Inc., White Plains, New York
Sverdrup Corporation, Maryland Height, Missouri
Swales & Associates, Inc., Beltsville, Maryland
The Glosten Associates, Inc., Seattle, Washington (also classed with Engineering Services)
Warzyn Inc., Madison, Wisconsin (also classed with Engineering Services)
Wilson & Company, Albuquerque, New Mexico
Wright-Pierce Engineers, Topsham, Maine (also classed with Environmental Services)

ELECTRIC UTILITIES

Allegheny Power Service Corp., Greensburg, Pennsylvania
Appalachian Power Company, Roanoke, Virginia
Cajun Electric Power Cooperative, Inc., Baton Rouge, Louisiana
Carolina Power & Light Company, Raleigh, North Carolina
Commonwealth Edison Company, Chicago, Illinois
Deseret Generation & Transmission Cooperative, Sandy, Utah
El Paso Electric Company, El Paso, Texas
Electric Power Board of Chattanooga, Chattanooga, Tennessee
Indianapolis Power & Light Company, Indianapolis, Indiana
Minnesota Power, Duluth, Minnesota
Nebraska Public Power District, Columbus, Nebraska
Northern Neck Electric Cooperative, Warsaw, Virginia
Pacific Generation Company, Portland, Oregon
Potomac Edison Company, Hagerstown, Maryland
PSI Energy, Inc., Plainfield, Indiana
Rushmore Electric Power Cooperative, Rapid City, South Dakota (also classed with Consulting Services)
St. Johns River Power Park, Jacksonville, Florida (also classed with Local Government)
Tampa Electric Company, Tampa, Florida
Union Electric Company, St. Louis, Missouri
Upper Peninsula Power Company, Houghton, Michigan
Virginia Power, Richmond, Virginia
Washington Public Power Supply System, Richland, Washington
Wolf Creek Nuclear Operating Corporation, Burlington, Kansas

ELECTRICAL MACHINERY

Allen-Bradley Company, Milwaukee, Wisconsin (primary classification: Electronic Equipment)
Bloom Engineering Company, Inc., Pittsburgh, Pennsylvania (primary classification: Fabricated Metal Products)
Draka Intercable, Franklin, Massachusetts
Dwyer Instruments, Inc., Michigan City, Indiana (primary classification: Precision Instruments)
Hoover Company, North Canton, Ohio
Hydroacoustics, Inc., Rochester, New York (primary classification: Electronic Equipment)
Kenall, Gurnee, Illinois
Maytag and Admiral Products, Newton, Iowa (also classed with Fabricated Metal Products)
Milwaukee Electric Tool Corporation, Brookfield, Wisconsin
S & C Electric Company, Chicago, Illinois

ELECTRONIC EQUIPMENT

Allen-Bradley Company, Milwaukee, Wisconsin (also classed with Electrical Machinery)
AMP, Incorporated, Harrisburg, Pennsylvania (also classed with Fabricated Metal Products)
Amphenol Corporation, Hamden, Connecticut
Andrew Corporation, Orland Park, Illinois
AT&T, Middletown, New Jersey
Belfort Instrument Company, Baltimore, Maryland (primary classification: Precision Instruments)
Cardiac Pacemakers, Inc., St. Paul, Minnesota
Charleswater Division, Desco Industries, Inc., West Newton, Massachusetts (also classed with Rubber & Plastic)

Computational Systems, Inc., Knoxsville, Tennessee (primary classification: Precision Instruments)
Crown International, Inc., Elkhart, Indiana
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Aerospace)
ECI Systems and Engineering, Inc., Virginia Beach, Virginia
Grumman Corporation, Bethpage, New York (primary classification: Aerospace)
Hach Company, Loveland, Colorado
Hydroacoustics, Inc., Rochester, New York (also classed with Non-Electrical Machinery, Electrical Machinery)
Integrated Measurement Systems, Inc., Beaverton, Oregon
Johnson Controls, Inc., Milwaukee, Wisconsin (also classed with Precision Instruments)
Litton Instruments & Life Support, Davenport, Iowa (primary classification: Aerospace)
Lockheed Fort Worth Company, Fort Worth, Texas (primary classification: Aerospace)
LRA, Inc., Lexington, Massachusetts (primary classification: Consulting Services)
PDI Corporation, Annapolis, Maryland (primary classification: Consulting Services)
Phoenix Consulting Inc., Cincinnati, Ohio (primary classification: Consulting Services)
SFA DataComm, Inc., Frederick, Maryland
Sparton Electronics, Jackson, Michigan
Waters Instruments, Inc., Rochester, Minnesota

ENGINEERING SERVICES

Aquidneck Data Company, Middletown, Rhode Island (also classed with Software Engineering)
Arkwright Mutual Insurance Company, Waltham, Massachusetts (primary classification: Other Non-Manufacturing)
BDM Federal, Inc., McLean, Virginia
CAE-Link Corporation, Houston, Texas (primary classification: Software Engineering)
CH2M Hill, Inc., Englewood, Colorado (primary classification: Consulting Services)
CQ, Inc., Homer City, Pennsylvania (also classed with Consulting Services, Software Engineering)
Creare, Inc., Hanover, New Hampshire (also classed with Consulting Services, Software Engineering)
CSA Engineering, Inc., Palo Alto, California (also classed with Research Organizations, Consulting Services)
Daniel, Mann, Johnson & Mendenhall, Washington, D.C. (primary classification: Consulting Services)
Dewberry & Davis, Fairfax, Virginia
Dynetics, Inc., Huntsville, Alabama (also classed with Software Engineering)
Fugro, Inc., Houston, Texas (primary classification: Consulting Services)
Haldor Topsoe, Inc., Houston, Texas (primary classification: Other Durable Goods)
Hopper and Associates, Redondo Beach, California (primary classification: Consulting Services)
Intermetrics, Inc., Cambridge, Massachusetts (primary classification: Software Engineering)
KRUG Life Sciences Inc., Houston, Texas (primary classification: Research Organizations)
Memorex Telex, Raleigh, North Carolina (primary classification: Research Organizations)
MKI Systems, Springfield, Virginia (also classed with Environmental Services)
Proto-Power Corporation, Groton, Connecticut
Schaaf & Wheeler, San Jose, California (primary classification: Consulting Services)
SDRC Engineering Services Division, San Diego, California (also classed with Consulting Services)
Sigmatech, Inc., Huntsville, Alabama
The Glosten Associates, Inc., Seattle, Washington (primary classification: Consulting Services)
The S.M. Stoller Corporation, Boulder, Colorado (primary classification: Environmental Services)
Warzyn Inc., Madison, Wisconsin (primary classification: Consulting Services)
Westinghouse Electric Corporation, Pittsburgh, Pennsylvania (also classed with Other Durable Goods)
Westinghouse Hanford Company, Richland, Washington (also classed with Environmental Services)

ENVIRONMENTAL SERVICES

Clyde E. Williams & Associates, Inc., South Bend, Indiana (primary classification: Consulting Services)
Commonwealth Technology, Inc. - Environmental, Lexington, Kentucky (primary classification: Consulting Services)
Dynamac Corp., Rockville, Maryland (also classed with Consulting Services)
Ecology and Environment, Inc., Lancaster, New York (also classed with Consulting Services)
ICF Kaiser Engineers, Inc., Oakland, California (primary classification: Consulting Services)
Kleinfelder, Inc., Las Vegas, Nevada (primary classification: Consulting Services)
Lawler, Matusky & Skelby Engineers, Pearl River, New York (primary classification: Consulting Services)
MKI Systems, Springfield, Virginia (primary classification: Engineering Services)
Re/Spec, Inc., Rapid City, South Dakota (primary classification: Research Organizations)
RMT, Inc., Madison, Wisconsin (primary classification: Consulting Services)
The S.M. Stoller Corporation, Boulder, Colorado (also classed with Engineering Services)
W.M. Lyles Company, Fresno, California (primary classification: Other Non-Manufacturing)
Water Environment Federation, Alexandria, Virginia (primary classification: Other Non-Manufacturing)
Westinghouse Hanford Company, Richland, Washington (primary classification: Engineering Services)
Wright-Pierce Engineers, Topsham, Maine (primary classification: Consulting Services)

FABRICATED METAL PRODUCTS

Accuride International, Inc., Santa Fe Springs, California
AMP, Incorporated, Harrisburg, Pennsylvania (primary classification: Electronic Equipment)
Bloom Engineering Company, Inc., Pittsburgh, Pennsylvania (also classed with Electrical Machinery)
Deere and Company, Moline, Illinois
Duo-Fast Corporation, Franklin Park, Illinois
Industrial Tools, Inc., Ojai, California (primary classification: Non-Electrical Machinery)
Manning & Lewis Engineering Co., Inc., Union, New Jersey
Maytag and Admiral Products, Newton, Iowa (primary classification: Electrical Machinery)
Nordyne, St. Louis, Missouri
PMI Food Equipment Group, Troy, Ohio (also classed with Non-Electrical Machinery)
R.D. Werner Company, Inc., Greenville, Pennsylvania
Rodney Hunt Company, Orange, Massachusetts (also classed with Non-Electrical Machinery)
Schramm, Inc., West Chester, Pennsylvania (primary classification: Non-Electrical Machinery)
Smith Berger Marine, Inc., Seattle, Washington (also classed with Other Transportation Equipment)
The Torrington Company, Torrington, Connecticut

GAS UTILITIES

CNG Transmission Corporation, Clarksburg, West Virginia
Dugan Production Corp., Farmington, New Mexico (also classed with Petroleum)
Southern Natural Gas Company, Birmingham, Alabama
St. Lawrence Gas Company, Inc., Massena, New York
Tenneco Gas Company, Houston, Texas
W.M. Lyles Company, Fresno, California (primary classification: Other Non-Manufacturing)
Washington Gas Company, Springfield, Virginia

NON-ELECTRICAL MACHINERY

Automatic Feed Company, Napoleon, Ohio
Crown Cork & Seal Company, Baltimore, Maryland (primary classification: Other Durable Goods)

Crown Iron Works Company, Minneapolis, Minnesota
Energy Industries, Corpus Christi, Texas (primary classification: Other Durable Goods)
FES Inc., Division of Thermo Power Corporation, York, Pennsylvania
Hydroacoustics, Inc., Rochester, New York (primary classification: Electronic Equipment)
Industrial Tools, Inc., Ojai, California (also classed with Fabricated Metal Products)
LifeCore Biomedical, Inc., Chaska, Minnesota (primary classification: Other Durable Goods)
Magnetrol International, Downers Grove, Illinois (primary classification: Other Durable Goods)
Mammoth, Inc., Minneapolis, Minnesota
PMI Food Equipment Group, Troy, Ohio (primary classification: Fabricated Metal Products)
Rodney Hunt Company, Orange, Massachusetts (primary classification: Fabricated Metal Products)
Schramm, Inc., West Chester, Pennsylvania (also classed with Fabricated Metal Products)
South Boston Semiconductor, Inc., Boston, Massachusetts
Universal Dynamics Inc., Woodbridge, Virginia

OTHER DURABLE GOODS

AMSCO International, Inc., Pittsburgh, Pennsylvania
Carpenter Technology Corporation, Reading, Pennsylvania
Colgate-Palmolive Company, Piscataway, New Jersey
Crown Cork & Seal Company, Baltimore, Maryland (also classed with Non-Electrical Machinery)
Energy Industries, Corpus Christi, Texas (also classed with Non-Electrical Machinery)
GAI-Tronics Corporation, Reading, Pennsylvania
Haldor Topsoe, Inc., Houston, Texas (also classed with Consulting Services, Engineering Services)
Interelectric Corporation, Warren, Pennsylvania
John Zink Company, Tulsa, Oklahoma
Kimble Glass, Inc., Vineland, New Jersey
LifeCore Biomedical, Inc., Chaska, Minnesota (also classed with Non-Electrical Machinery)
Lord Corporation, Erie, Pennsylvania (also classed with Rubber & Plastic)
Magnetrol International, Downers Grove, Illinois (also classed with Non-Electrical Machinery)
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
Mearl Corporation, Hartwell, Georgia
Otsuka Electronics USA, Inc., Fort Collins, Colorado
Philips Semiconductors, Sunnyvale, California
Radiation Systems, Inc., Duluth, Georgia
Ralph Wilson Plastics Company, Temple, Texas
Riverside Cement Company, Diamond Bar, California
SJ Electro Systems, Inc., Detroit Lakes, Minnesota
Somatogen, Inc., Boulder, Colorado
SSE Technologies, Inc., Fremont, California
U.S. Reduction Company, Munster, Indiana
Westinghouse Electric Corporation, Pittsburgh, Pennsylvania (primary classification: Engineering Services)

OTHER NON-MANUFACTURING

Aeromet, Inc., Tulsa, Oklahoma
Allendale Mutual Insurance Company, Johnston, Rhode Island
American Society of Agricultural Engineers, St. Joseph, Michigan
Arkwright Mutual Insurance Company, Waltham, Massachusetts (also classed with Engineering Services)
Automatic Data Processing, Inc., Roseland, New Jersey
Hackensack Water Company, Harrington Park, New Jersey
International Conference of Building Officials, Whittier, California

North Jersey District Water Supply Commission, Wanaque, New Jersey (also classed with Local Government)
W.M. Lyles Company, Fresno, California (also classed with Gas Utilities)
Water Environment Federation, Alexandria, Virginia (also classed with Environmental Services)

PAPER PRODUCTS

Arkwright Inc., Fiskeville, Rhode Island
Consolidated Papers, Inc., Wisconsin Rapid, Wisconsin
James River Corporation, Naheola Mill, Pennington, Alabama
Kimberly-Clark Corporation, Dallas, Texas
UARCO, Inc., Barrington, Illinois

PETROLEUM

Burk Royalty Co., Wichita Falls, Texas
Dugan Production Corp., Farmington, New Mexico (primary classification: Gas Utilities)
Exxon Research & Engineering Company, Florham Park, New Jersey (primary classification: Research Organizations)
Mobil Corporation, Fairfax, Virginia (also classed with Chemicals, Drugs & Plastics)
Pennzoil Company, Houston, Texas
Total Petroleum, Inc., Denver, Colorado

PRECISION INSTRUMENTS

Belfort Instrument Company, Baltimore, Maryland (also classed with Electronic Equipment)
Computational Systems, Inc., Knoxsville, Tennessee (also classed with Electronic Equipment)
Dwyer Instruments, Inc., Michigan City, Indiana (also classed with Electrical Machinery)
Environment/One Corporation, Schenectady, New York
Johnson Controls, Inc., Milwaukee, Wisconsin (primary classification: Electronic Equipment)
Litton Instruments & Life Support, Davenport, Iowa (primary classification: Aerospace)
LRA, Inc., Lexington, Massachusetts (primary classification: Consulting Services)
Wilcoxon Research, Inc., Gaithersburg, Maryland (also classed with Research Organizations)
Zellweger Uster, Inc., Knoxsville, Tennessee

RESEARCH ORGANIZATIONS

Alphatech Inc., Burlington, Massachusetts
Associated Universities, Inc., National Radio Astronomy Observatory, Charlottesville, Virginia
AT&T Bell Laboratories, Middletown, New Jersey
Autoresearch Laboratories, Inc., Chicago, Illinois
Brookhaven National Laboratory, Upton, New York
CFD Research Corp., Huntsville, Alabama (also classed with Software Engineering)
CSA Engineering, Inc., Palo Alto, California (primary classification: Engineering Services)
ERIM, Ann Arbor, Michigan
Exxon Research & Engineering Company, Florham Park, New Jersey (also classed with Petroleum)
Fermi National Accelerator Laboratory, Batavia, Illinois
Foster-Miller, Inc., Waltham, Massachusetts (also classed with Consulting Services)
GTE Laboratories, Inc., Waltham, Massachusetts (also classed with Communication)
IAP Research Inc., Dayton, Ohio
Institute for Defense Analyses, Alexandria, Virginia
Institute of Gas Technology, Chicago, Illinois

KRUG Life Sciences Inc., Houston, Texas (also classed with Engineering Services)
Lanxide Corporation, Newark, Delaware
Lawrence Livermore National Lab, Livermore, California
Memorex Telex, Raleigh, North Carolina (also classed with Engineering Services)
Michigan Biotechnology Institute, Lansing, Michigan
NEC Research Institute, Inc., Princeton, New Jersey
New Mexico Engineering Research Institute, Albuquerque, New Mexico
RAND Corporation, Santa Monica, California
Re/Spec, Inc., Rapid City, South Dakota (also classed with Environmental, Consulting Services)
Sandia National Laboratories, Albuquerque, New Mexico
Sandia National Laboratories, California Division, Albuquerque, New Mexico
Southwestern Bell Technology Resources, St. Louis, Missouri (primary classification: Communication)
Systems Research Laboratories, Inc., Dayton, Ohio
University of Dayton Research Institute, Dayton, Ohio
Wilcoxon Research, Inc., Gaithersburg, Maryland (primary classification: Precision Instruments)

RUBBER & PLASTIC

Ameripol Synpol Corporation, Port Neches, Texas
Auto Air Composites, Inc., Lansing, Michigan (primary classification: Aerospace)
Charleswater Division, Desco Industries, Inc., West Newton, Massachusetts (primary classification: Electronic Equipment)
First Brands Corporation, East Hartford, Connecticut (also classed with Consulting Services)
Lord Corporation, Erie, Pennsylvania (primary classification: Other Durable Goods)
Mattel Toys, Inc., El Segundo, California
Toray Plastics America, Inc., North Kingstown, Rhode Island (also classed with Chemicals, Drugs & Plastics)

SOFTWARE ENGINEERING

Aquidneck Data Company, Middletown, Rhode Island (primary classification: Engineering Services)
CAE-Link Corporation, Houston, Texas (also classed with Engineering Services)
CFD Research Corp., Huntsville, Alabama (primary classification: Research Organizations)
CQ, Inc., Homer City, Pennsylvania (primary classification: Engineering Services)
Creare, Inc., Hanover, New Hampshire (primary classification: Engineering Services)
Dynetics, Inc., Huntsville, Alabama (primary classification: Engineering Services)
Intermetrics, Inc., Cambridge, Massachusetts (also classed with Engineering Services)
Linnhoff March, Inc., Houston, Texas (primary classification: Consulting Services)
Simulation Sciences, Inc., Fullerton, California

TRANSPORTATION EQUIPMENT

Baldwin Filters, Kearney, Maine
Dana Corporation, Spicer Transmission Division, Toledo, Ohio
General Motors Corporation, Detroit, Michigan
Newport News Shipbuilding, Newport News, Virginia
Phoenix Consulting Inc., Cincinnati, Ohio (primary classification: Consulting Services)
Smith Berger Marine, Inc., Seattle, Washington (primary classification: Fabricated Metal Products)
Textron Marine & Land Systems, New Orleans, Louisiana

EWC
AAES

ENGINEERING WORKFORCE COMMISSION
(FORMERLY THE ENGINEERING MANPOWER COMMISSION)
OF THE AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

January, 1994

Dear Colleague:

The Engineering Workforce Commission is a non-profit organization in its 5th decade of service to the engineering community. Our compensation surveys have been used for years as authoritative benchmarks for industry, government agencies, educational institutions, the press, engineering students and others. In the last eight years, our coverage has increased by more than 75 percent, to over 110,000 engineers in industry and over 10,000 in government. At the same time, the content of the survey has been expanded, and production accelerated.

Enclosed are the forms for the Engineering Workforce Commission's 28th survey of the salaries of engineers. Your participation is of great value both to industry and to engineers. As in the past, all participants will receive a **free** copy of the "Engineering Salaries - 1994" issue of the ***Engineering Workforce Bulletin***, a six-page publication containing tables, graphs and text reporting the general results of the survey. The *Bulletin* is normally sold for $14. Participants will also be entitled to a 40% discount in the prices of our detailed reports.

NOTE: Forms will be entered between January 15 and April 30, 1994. Please phone Dave Galoppo at (202) 296-2237 if you have any questions. Last year printed reports from this project on the salaries of over 125,000 engineers were released in mid-July; with your help, we can provide the results for 1994 by the end of June.

Thanks to organizations such as yours, the utility and popularity of the EWC surveys continues to grow. We hope that this year our results will include your input.

Best Regards,

R. A. Ellis
Director, Research

Edward J. Doyle, Chair
Donald C. Brown, Past Chair
Fred O. Schulz, Jr., Vice Chair
Dr. Glen Vanden Berg, Vice Chair

ASSOCIATE MEMBERS
(as of December, 1993)

PATRON SUSTAINING ASSOCIATES
General Electric Foundation
National Action Council for
Minorities in Engineering

SENIOR SUSTAINING ASSOCIATE
Chevron Corporation

SUSTAINING ASSOCIATES
AT&T
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Eastman Kodak Company
E. I. duPont de Nemours & Co
Exxon Corporation
General Motors Corporation
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Institute of Industrial Engineers
MCI Telecommunications
Mobil Corporation
Procter & Gamble Co
Society of Petroleum Engineers
Texaco, Inc
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University of Maryland - Baltimore County
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Michigan State University
Morgan State University
State University of New York at Buffalo
North Carolina State University
Northeastern University
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Southern Illinois University at Carbondale
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University of Texas at Arlington
University of Texas at Austin
Trenton State College
Virginia Polytechnic Institute
Washington University in St. Louis
Wayne State University
Western Michigan University
University of Wisconsin at Madison
Wright State University

1111 19th Street, N.W.
Washington, D.C. 20036-3690
(202) 296-2237
(202) 296-1151 (FAX)

Richard A. Ellis
Director of Research, AAES

PROFESSIONAL INCOME OF ENGINEERS - 1994

A Survey Conducted by the
ENGINEERING WORKFORCE COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DATA ENTRY BEGINS JAN. 15
Phone reminders to our recent/regular participants will begin in March.
Please call if you can not return the forms by APRIL 30, 1994.

FORM A - to be used with Form B
Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete this form **and** Form "B," as follows:

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EWC.
   - A. Please give the name of your organization: ______________________________
   - B. Are you reporting for the **entire organization** or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization
   - C. If the data you provide is for a division or other part of the organization, please enter division name: ______________________ ________
   - D. **Is the mailing label correct?** (This person receives the survey forms and participant's bulletin.) If not, make corrections on the label.
   - E. Enter ADDRESSEE'S phone number: ______________________________
   - F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here: ______________________________

2. EWC collects data on BASE SALARY ONLY. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in **1993**? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ______________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:
   - A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ______________
   - B. Total number of NON-SUPERVISORY engineers reported on this Form A: ______________
   - C. List the states in which these engineers are employed **and the approximate percentage of engineers working in that state,** for the purpose of regional salary differences: ______________________________
   - D. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ______________ and the REASON for omission: ______________
   - E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe your organization (see categories below). **NOTE: New categories have been added.** Number for Primary Area: ______________ Number for Secondary Area: ______________
     IN ADDITION, please specify the nature of your organization in more detail (e.g., "Biomedical Consulting" or "Optical Instrument Manufacturer"). **If you know your Standard Industrial Classification Code, enter that number as well:** ______________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS.

31 Aerospace
37 Automotive
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ______________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
38 Shipbuilding
54 Textile Products
32 Other Transportation Equipment

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ______________
73 Environmental Services
75 Software Engineering
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing, Specify: ______________

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

OTHER NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ______________

ALL OTHERS:

96 Specify nature of organization: ______________ ______________

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM B. RETURN THE FORMS TO:

ENGINEERING WORKFORCE COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.
Note: Different Zip Code for Business Reply.

DEADLINE: APRIL 30, 1994. Data entry begins JANUARY 15. Your prompt response will help us release the results by June 1994.

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest **ENGINEERING** degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but **within each section** they are to be reported in the column for their ***year of graduation with bachelor's degree***, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1993 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1994 should be combined with that for 1993 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differentials, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1994.

NON-SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are NOT primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please include non-supervisory engineering graduates who are currently in non-technical positions.*** If any engineering graduates must be omitted, please describe on line 2D on the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY		YEAR OF ENGINEERING BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1993 (23)	1992 (24)	1991 (25)	1990 (26)	1989 (27)	1988 (28)	1987 (29)	1986 (30)	1985 (31)	1982-1984 (32-34)	1979-1981 (35-37)	1976-1978 (38-40)	1973-1975 (41-43)	1970-1972 (44-46)	1967-1969 (47-49)	1964-1966 (50-52)	1961-1963 (53-55)	UP TO 1960 (56-)	
101	$125,000 & over																					101
102	$100,000-124,999	$5,000 intervals																				102
103	$95,000-99,999																					103
104	$90,000-94,999																					104
105	$85,000-89,999																					105
106	$80,000-84,999																					106
107	$76,000-79,999	$4,000 intervals																				107
108	$72,000-75,999																					108
109	$68,000-71,999																					109
110	$64,000-67,999																					110
111	$60,000-63,999																					111
112	$56,000-59,999																					112
113	$53,000-55,999	$3,000 intervals																				113
114	$50,000-52,999																					114
115	$47,000-49,999																					115
116	$44,000-46,999																					116
117	$41,000-43,999																					117
118	$38,000-40,999																					118
119	$36,000-37,999	$2,000 intervals																				119
120	$34,000-35,999																					120
121	$32,000-33,999																					121
122	$30,000-31,999																					122
123	$28,000-29,999																					123
124	$26,000-27,999																					124
125	$24,000-25,999																					125
126	$22,000-23,999																					126
127	Less than $22,000																					127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this data is unknown, group by employee's AGE.

201	$125,000 & over																					201
202	$100,000-124,999	$5,000 intervals																				202
203	$95,000-99,999																					203
204	$90,000-94,999																					204
205	$85,000-89,999																					205
206	$80,000-84,999																					206
207	$76,000-79,999	$4,000 intervals																				207
208	$72,000-75,999																					208
209	$68,000-71,999																					209
210	$64,000-67,999																					210
211	$60,000-63,999																					211
212	$56,000-59,999																					212
213	$53,000-55,999	$3,000 intervals																				213
214	$50,000-52,999																					214
215	$47,000-49,999																					215
216	$44,000-46,999																					216
217	$41,000-43,999																					217
218	$38,000-40,999																					218
219	$36,000-37,999	$2,000 intervals																				219
220	$34,000-35,999																					220
221	$32,000-33,999																					221
222	$30,000-31,999																					222
223	$28,000-29,999																					223
224	$26,000-27,999																					224
225	$24,000-25,999																					225
226	$22,000-23,999																					226
227	Less than $22,000																					227

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year when B.S. DEGREE was obtained. If this data is unknown, group by employee's AGE.

301	$125,000 & over																					301
302	$100,000-124,999	$5,000 intervals																				302
303	$95,000-99,999																					303
304	$90,000-94,999																					304
305	$85,000-89,999																					305
306	$80,000-84,999																					306
307	$76,000-79,999	$4,000 intervals																				307
308	$72,000-75,999																					308
309	$68,000-71,999																					309
310	$64,000-67,999																					310
311	$60,000-63,999																					311
312	$56,000-59,999																					312
313	$53,000-55,999	$3,000 intervals																				313
314	$50,000-52,999																					314
315	$47,000-49,999																					315
316	$44,000-46,999																					316
317	$41,000-43,999																					317
318	$38,000-40,999																					318
319	$36,000-37,999	$2,000 intervals																				319
320	$34,000-35,999																					320
321	$32,000-33,999																					321
322	$30,000-31,999																					322
323	$28,000-29,999																					323
324	$26,000-27,999																					324
325	$24,000-25,999																					325
326	$22,000-23,999																					326
327	Less than $22,000																					327

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

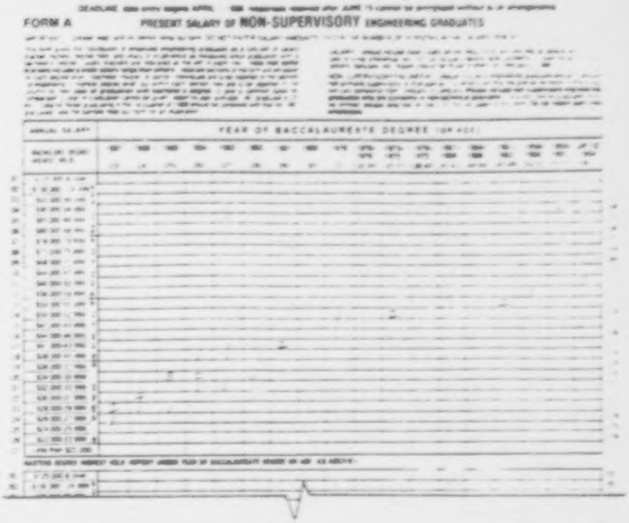
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EWC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EWC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EWC. EWC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

EWC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EWC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EWC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EWC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1993, data on over 62,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EWC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EWC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 94EWCSAL".

PROFESSIONAL INCOME OF ENGINEERS - 1994

A Survey Conducted by the
ENGINEERING WORKFORCE COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DATA ENTRY BEGINS JAN. 15
Phone reminders to our recent/regular participants will begin in March.
Please call if you can not return the forms by APRIL 30, 1994.

FORM B - to be used with Form A
Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information. If your organization employs no more than 50 engineers, you may elect to use the optional Form "C." Otherwise, complete form A, then complete this form. NOTE: Items 2, 3B and 3D require SEPARATE answers on BOTH forms. If you have answered all other questions on Form A, you need not repeat that information here.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EWC.
   A. Please give the name of your organization: ____________________
   B. Are you reporting for the **entire organization** or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization
   C. If the data you provide is for a division or other part of the organization, please enter division name: ____________________
   D. **Is the mailing label correct?** (This person receives the survey forms and participant's bulletin.) If not, make corrections on the label.
   E. Enter ADDRESSEE'S phone number: ____________________
   F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:
   ____

2. EWC collects data on BASE SALARY ONLY. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in **1993**? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK":
   ____

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:
   A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________________
   B. Total number of SUPERVISORY engineers reported on this Form B: ____________________
   C. List the states in which these engineers are employed **and the approximate percentage of engineers working in that state,** for the purpose of regional salary differences:
   ____
   D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees:
   ____________ . . . and the REASON for omission: ____________________
   E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe your organization (see categories below). **NOTE: New categories have been added.** Number for Primary Area: ____________ Number for Secondary Area: ____________
   IN ADDITION, please specify the nature of your organization in more detail (e.g., "Biomedical Consulting" or "Optical Instrument Manufacturer").
   If you know your Standard Industrial Classification Code, enter that number as well: ____________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ____________________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
38 Shipbuilding
54 Textile Products
32 Other Transportation Equipment

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________________
73 Environmental Services
75 Software Engineering
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing, Specify:
____

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

OTHER NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ____________________

ALL OTHERS:

96 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
ALSO COMPLETE FORM A. RETURN THE FORMS TO:

ENGINEERING WORKFORCE COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.
Note: Different Zip Code for Business Reply.

DEADLINE: APRIL 30, 1994. Data entry begins JANUARY 15. Your prompt response will help us release the results by July 1994.

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT - please read carefully before filling out form. Do NOT enter salary amounts; enter the number of persons in the salary-and-experience bracket. See sample form on the last page.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest **ENGINEERING** degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — ***note that some brackets include a wider salary range than others.*** Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their ***year of graduation with bachelor's degree,*** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1993 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1994 should be combined with that for 1993 graduates. See the sample filled-out form for an illustration.

SALARY - should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1994.

SUPERVISORY ENGINEERS - should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. ***Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.*** If any must be omitted, please describe them on line 2D of the first page of this form. ***Do not report part-time employees.***

	ANNUAL SALARY		YEAR OF ENGINEERING BACCALAUREATE DEGREE (OR AGE)																		
	Employees Whose Highest ENGINEERING Degree is a Bachelor's		1993 (23)	1992 (24)	1991 (25)	1990 (26)	1989 (27)	1988 (28)	1987 (29)	1986 (30)	1985 (31)	1982-1984 (32-34)	1979-1981 (35-37)	1976-1978 (38-40)	1973-1975 (41-43)	1970-1972 (44-46)	1967-1969 (47-49)	1964-1966 (50-52)	1961-1963 (53-55)	UP TO 1960 (56+)	
101	$125,000 & over																				101
102	$100,000-124,999	$5,000 intervals																			102
103	$95,000-99,999																				103
104	$90,000-94,999																				104
105	$85,000-89,999																				105
106	$80,000-84,999																				106
107	$76,000-79,999	$4,000 intervals																			107
108	$72,000-75,999																				108
109	$68,000-71,999																				109
110	$64,000-67,999																				110
111	$60,000-63,999																				111
112	$56,000-59,999																				112
113	$53,000-55,999	$3,000 intervals																			113
114	$50,000-52,999																				114
115	$47,000-49,999																				115
116	$44,000-46,999																				116
117	$41,000-43,999																				117
118	$38,000-40,999																				118
119	$36,000-37,999	$2,000 intervals																			119
120	$34,000-35,999																				120
121	$32,000-33,999																				121
122	$30,000-31,999																				122
123	$28,000-29,999																				123
124	$26,000-27,999																				124
125	$24,000-25,999																				125
126	$22,000-23,999																				126
127	Less than $22,000																				127

Employees Whose Highest ENGINEERING Degree is a Master's. Group employees under year when B.S. DEGREE was obtained. If this data is unknown, group by employee's AGE.

201	$125,000 & over																				201
202	$100,000-124,999	$5,000 intervals																			202
203	$95,000-99,999																				203
204	$90,000-94,999																				204
205	$85,000-89,999																				205
206	$80,000-84,999																				206
207	$76,000-79,999	$4,000 intervals																			207
208	$72,000-75,999																				208
209	$68,000-71,999																				209
210	$64,000-67,999																				210
211	$60,000-63,999																				211
212	$56,000-59,999																				212
213	$53,000-55,999	$3,000 intervals																			213
214	$50,000-52,999																				214
215	$47,000-49,999																				215
216	$44,000-46,999																				216
217	$41,000-43,999																				217
218	$38,000-40,999																				218
219	$36,000-37,999	$2,000 intervals																			219
220	$34,000-35,999																				220
221	$32,000-33,999																				221
222	$30,000-31,999																				222
223	$28,000-29,999																				223
224	$26,000-27,999																				224
225	$24,000-25,999																				225
226	$22,000-23,999																				226
227	Less than $22,000																				227

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

Employees Whose Highest ENGINEERING Degree is a Doctor's. Group employees under year when B.S. DEGREE was obtained. If this data is unknown, group by employee's AGE.

301	$125,000 & over																				301
302	$100,000-124,999	$5,000 intervals																			302
303	$95,000-99,999																				303
304	$90,000-94,999																				304
305	$85,000-89,999																				305
306	$80,000-84,999																				306
307	$76,000-79,999	$4,000 intervals																			307
308	$72,000-75,999																				308
309	$68,000-71,999																				309
310	$64,000-67,999																				310
311	$60,000-63,999																				311
312	$56,000-59,999																				312
313	$53,000-55,999	$3,000 intervals																			313
314	$50,000-52,999																				314
315	$47,000-49,999																				315
316	$44,000-46,999																				316
317	$41,000-43,999																				317
318	$38,000-40,999																				318
319	$36,000-37,999	$2,000 intervals																			319
320	$34,000-35,999																				320
321	$32,000-33,999																				321
322	$30,000-31,999																				322
323	$28,000-29,999																				323
324	$26,000-27,999																				324
325	$24,000-25,999																				325
326	$22,000-23,999																				326
327	Less than $22,000																				327

NOTE: Use extra caution in filling shaded areas. Ordinarily no employees are reported in these parts of the form.

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

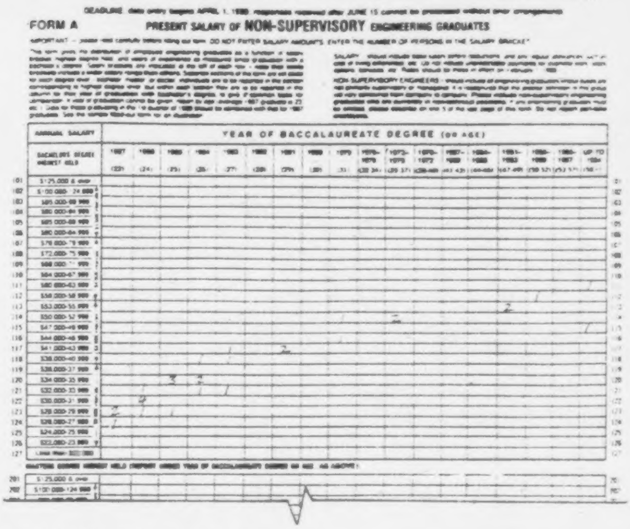
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EWC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based response instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EWC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EWC. EWC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



EWC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EWC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

6. EWC does not obtain the names of individual engineers represented by the data. The only names collected are those of the addressees and other contact persons used for our mailing lists, and these names are not published or disclosed.

7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EWC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1993, data on over 62,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.

2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

- Character 01: either S or N, for Supervisor or Nonsupervisor.
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EWC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EWC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 94EWCSAL".

PROFESSIONAL INCOME OF ENGINEERS - 1994

A Survey Conducted by the
ENGINEERING WORKFORCE COMMISSION
American Association of Engineering Societies, Inc.
(202) 296-2237

DATA ENTRY BEGINS JAN. 15
Phone reminders to our recent/regular participants will begin in March.
Please call if you can not return the forms by APRIL 30, 1994.

FORM C - Optional Short Form, used in place of both Forms A and B

For organizations with no more than 50 engineers, including both supervisors and non-supervisors

PLEASE CONSIDER SENDING IN YOUR DATA ON A FLOPPY DISK. See the instructions on the last page of this form for more information.

1. IDENTIFICATION DATA: Unidentified forms cannot be included in the survey results. Confidentiality of your data is assured by EWC.

A. Please give the name of your organization:

B. Are you reporting for the ENTIRE ORGANIZATION or just a part of it? *Check one:* ☐ Entire organization ☐ Division or other part of the organization

C. If the data you provide is for a division or other part of the organization, please enter division name: ______________________

D. **Is the mailing label correct?** (This person receives the survey forms and participant's bulletin.) If not, make corrections on the label.

E. Enter ADDRESSEE'S phone number: ______________________

F. If someone other than the addressee is responsible for the data, enter their NAME, TITLE, and PHONE NUMBER here:

____

2. EWC collects data on BASE SALARY ONLY:

A. What PERCENTAGE of the NON-SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in **1993**? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________

B. What PERCENTAGE of the SUPERVISORY engineers reported on this form also received significant bonuses or other forms of special incentive compensation in **1993**? Rough estimates are okay; if none, please enter a zero; if you don't know, enter "DK": ____________

3. CLASSIFICATION DATA: This information is needed to group data by industry sectors, size of organizations, and geography:

A. Total number of ALL employees in organization/unit, to measure organization's size *(approximations are okay)*: ____________

B. List the states in which these engineers are employed **and the approximate percentage of engineers working in that state,** for the purpose of regional salary differences: ______________________

C. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ____________ . . . and the REASON for omission: ______________________

D. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees: ____________ . . . and the REASON for omission: ______________________

E. PRODUCT OR SERVICE CODES: Use as many as necessary to describe your organization (see categories below). **NOTE: New categories have been added.** Number for Primary Area: ____________ Number for Secondary Area: ____________
IN ADDITION, please specify the nature of your organization in more detail (e.g., "Biomedical Consulting" or "Optical Instrument Manufacturer")
If you know your Standard Industrial Classification Code, enter that number here: ______________________

MANUFACTURING INDUSTRY GROUPS, BY PRODUCT AREAS:

31 Aerospace
37 Automotive
51 Ceramic Products: Stone, Clay, Glass, Cement
11 Chemicals, Drugs, Plastics
27 Computer Hardware/Software
21 Electrical Machinery and Equipment
26 Electronic Equipment
52 Food Products
34 Instruments (precision)
56 Lumber & Wood Products
59 Other Manufacturing: Specific Product(s): ______________________
36 Machinery (other than electrical)
42 Metal Products, Fabricated
41 Metals, Basic
53 Paper Products
18 Petroleum
46 Railroad Equipment
55 Rubber & Plastic
38 Shipbuilding
54 Textile Products
32 Other Transportation Equipment

NON-MANUFACTURING, BY SERVICE AREA:

88 Business, Trade, Publishing
81 Communication Services
68 Construction
71 Consultants, Engineering & Architectural
72 Engineering Services, Other: Specify: ____________
73 Environmental Services
75 Software Engineering
61 Mining
74 Research Organizations/Laboratories
84 Transportation Services
86 Electric Utilities (including mixed)
87 Gas Utilities & Pipelines
89 Other Non-Manufacturing, Specify
____

GOVERNMENT AGENCIES, BY LEVEL:

01 Federal
02 State
03 Local

OTHER NON PROFIT INSTITUTIONS:

94 Professional Societies
95 Other Non Profit Institution: Specify: ____________

ALL OTHERS:

96 Specify nature of organization:
____
____

COMPLETE THE INSIDE PAGES OF THIS FORM.
RETURN THE FORM TO:

ENGINEERING WORKFORCE COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
1111 19th St., N.W., Suite 608, WASHINGTON, D.C. 20036-3690

A Business Reply Envelope is provided for your convenience.
Note: Different Zip Code for Business Reply.

DEADLINE: APRIL 30, 1994. Data entry begins JANUARY 15. Your prompt response will help us release the results by June, 1994.

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES

Optional Short Form for UP TO 50 supervisors and/or non-supervisors

IMPORTANT — please read carefully before filling out form.

This form replaces EWC'S traditional matrix style instruments, which allow entry of data for large engineering staffs of up to several thousand persons, in order to provide a simpler data entry form for small organizations. Simply complete one line of the form for each engineer to be reported.

ALL indicated data is needed. NO other data is needed. Please DO NOT WRITE NAMES ON THESE FORMS.

SUPERVISORS include all engineering graduates whose duties are primarily supervisory or managerial. Other engineers are NON-SUPERVISORS. It is recognized that the precise definition of these terms will vary somewhat from company to company. Please include engineering graduates who are currently in general management or non-technical positions. If any engineering graduates must be omitted, please describe on page 1 of this form. DO NOT REPORT PART-TIME EMPLOYEES. Only "S" or "N" should appear in the first column of the form.

EWC measures experience as the number of years since receiving the bachelor's degree. If that date is not available, age is used to estimate it. If you can provide both the year and age data, EWC will use this information to improve its estimation procedures. Either data element will suffice, however.

ANNUAL SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Rates should be those in effect on February 1, 1994.

If you use this form, your copies of Forms A and B may be discarded. PLEASE do not use this form to report more than 50 engineers. Make up a disk-based response instead (the format is virtually identical), or use Forms A and B.

	Supervisor (S) or Non-supervisor (N)? Enter S or N:	Highest ENGINEERING Degree Held: B = Bachelor, M = Master, P = Ph.D Enter B, M, or P:	Year graduated with BACHELOR's degree in ENGINEERING Enter YEAR:	Age as of Feb. 1, 1994: Enter AGE:	Annual Salary as of Feb. 1, 1994: Enter ANNUAL SALARY
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904					
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948					
949					
950					

GENERAL INSTRUCTIONS:

There are three possible ways to respond:

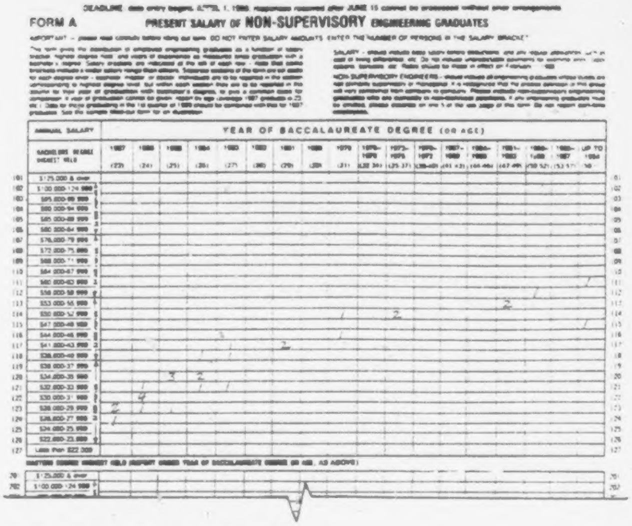
1. It may be possible to easily access your organization's data records to produce a machine-readable file for a common IBM-standard personal computer. See below for further instructions. Don't forget that we must have a copy of page one of the questionnaire, or its equivalent in information on a floppy disk, in order to process the data! EWC much prefers this form of response, as it is faster, more accurate, and ultimately much more convenient for all parties.

2. If your organization has NO MORE THAN 50 engineering graduates, you can choose to simply list them (no names, please) one-by-one on the optional Form C. PLEASE: do not use Form C to report more than 50 engineers. Make up a floppy-based resoonse instead (most word processors will do the job easily — just make sure to save the work as an ASCII "non-document" file), or use Forms A and B.

3. The traditional method is to use EWC's matrix-style Forms A and B. Be sure to complete ALL of the items on page 1 of these forms (you need not duplicate your responses, but NOTE: EACH FORM MUST INCLUDE SEPARATE REPLIES TO QUESTIONS #2, #3B, AND #3D). See the sample of a completed Form A (top third only) at the right.

Whatever approach you use, check your responses carefully before returning them to EWC. EWC welcomes inquiries from participants and will provide help for respondents. Call us at the number listed at the top of Page 1 of the form.

Example of a completed Form A (from the 1988 survey)



FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

ANNUAL SALARY

YEAR OF BACCALAUREATE DEGREE (OR AGE)

EWC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of the organizations participating in our salary surveys, by sector, so that users will be able to ascertain whether a particular industry group is representative of their own. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EWC'S mailing lists and are not entered with the salary data files in our computer. No sector is formed unless at least five responding organizations can be included.

2. The only persons with access to returned salary data forms are the AAES staff who process the surveys. Responding organizations' data are not disclosed to anyone. There are no exceptions to this policy.

3. If a single employer's responses account for more than half of the number of data points — engineers — reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.

4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.

5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.

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SPECIAL INSTRUCTIONS FOR ORGANIZATIONS PROVIDING SALARY DATA ON FLOPPY DISK MEDIA

EWC strongly encourages its salary survey participants to respond by submitting machine-readable files. In 1993, data on over 62,000 engineers were reported in this fashion. Media must be in the form of standard 3½" or 5 ¼" floppy diskettes. We use MS-DOS. We can also handle most common CP/M formats.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). YOU MUST ALSO ENCLOSE A COMPLETED COPY OF PAGE 1 OF THE QUESTIONNAIRE (FORM C IS SUGGESTED), TO PROVIDE YOUR ORGANIZATION'S ID AND CLASSIFICATION DATA. Alternatively, you may provide an ASCII text file on the disk with your responses to the page 1 questions. (Note that some items need separate responses for both supervisors and non-supervisors.) Without these data, your response cannot be processed. Give any such text file the name "SALARY.INF."

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2. Data must be entered in the form of one line (or record) per engineer, terminated by a carriage return/line feed combination—the "enter" or "return" key on most systems. Don't forget to use the "enter" or "return" after the last line of data.

3. The contents of each line should be as follows:

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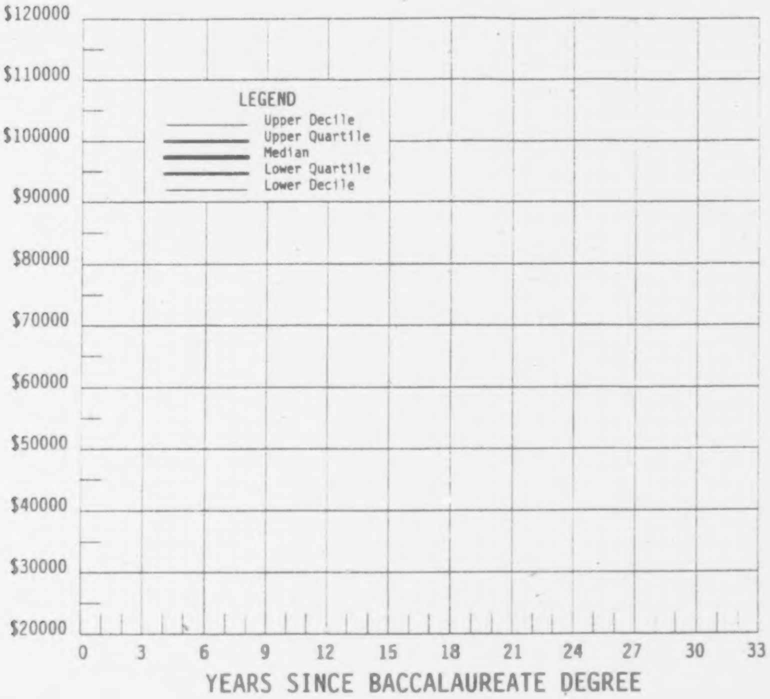
- Character 02: always a comma.
- Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree. If degree is unknown or there is no degree, a B.S. equivalent will be assumed.
- Character 04: always a comma.
- Character 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).
- Character 07: always a comma.
- Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EWC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).
- Character 10: always a comma.
- Characters 11-16: six digits for annual salary, RIGHT-JUSTIFIED and zero-filled. Leading blanks will be treated as zeros. An "enter" or "return" must follow the entry.

ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.

4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EWC.

5. LABEL your diskette with AT LEAST the following information: your organization's name, the particular diskette format used (we will assume DOS if no other information is provided), and the identifier " 94EWCSAL".

SALARY CURVES FOR ENGINEERS



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Custom runs of degree, enrollment or salary data are possible; call us for details. Our machine-readable products are provided on IBM-standard $5^{1}/_{4}$" or $3^{1}/_{2}$" floppy disks and include most, but not all, of the details available in EWC's printed reports; in the case of the enrollment disks, data is also provided that is not included in the printed materials. For more information, contact the AAES Research Department.

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